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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires du Canada

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Minister's Office Threatens SSHRC's Federal Budget Funding: Internal Email

SCIENCE Minister Gary Goodyear's office threatened to withhold federal budget funding for the Social Sciences and Humanities Research Council over its decision to fund a controversial academic conference, according to an internal e-mail obtained by CAUT under access to information legislation.

CAUT first learned early in June that Goodyear had telephoned SSHRC president Chad Gaffield requesting a reconsideration of a peer-reviewed decision to fund an academic conference on Israel and Palestine held June 22-24 at York University.

After the minister's intervention, SSHRC asked conference organizers to notify it of any changes to the program that had occurred since they had applied for funding – a request that contravenes the agency's own grant holder policy, which requires any changes be provided at the conclusion of the grant.

In the end SSHRC accepted their assurances that any modifications were minor and funding for the conference went ahead, but that's not the point, says CAUT executive director James Turk.

"It's clear that this happened because the minister didn't approve of the topic of the conference, and at the time we considered this personal intervention by the minister so serious we called for his resignation," Turk said.

See MINISTER'S OFFICE Page A9 →

-----Original Message-----

From: Lynn, Trevor

To: Gaffield, Chad; Charette, Carmen

CC: Gobel, Ursula

Sent: Fri Jun 05 13:46:46 2009

Subject: Extremely urgent

Hi, Industry Canada will be releasing the following statement forthwith. I spoke to Phil and he indicated that this is an appropriate statement and they do not wish to change it at all. He said that this is a serious issue and was so serious that it will make it hard for the Minister to recommend increased funding for SSHRC in the next budget. He said the Minister respects peer review 100% but thinks that it is appropriate to publicly ask us to consider a second peer review. If you want to speak with Phil call 943 XXXX. This is going out very soon.

Text of an e-mail sent June 5 to SSHRC president Chad Gaffield describing threat made by the office of Gary Goodyear, minister of State for Science & Technology.

Le cabinet du ministre menace de ne pas accorder au CRSH les fonds prévus dans le budget fédéral

Le cabinet du ministre d'État aux Sciences, Gary Goodyear, a menacé de ne pas fournir le financement prévu au budget fédéral pour le Conseil de recherches en sciences humaines (CRSH) en raison de la décision de l'organisme de financer une conférence universitaire controversée, selon un courriel obtenu par l'ACPPU en vertu de la Loi sur l'accès à l'information.

L'ACPPU a d'abord appris au début juin que le ministre Goodyear avait téléphoné au président du CRSH, Chad Gaffield, pour demander que soit réexaminée la décision, pourtant avalisée par des pairs, de financer une conférence universitaire sur Israël et la Pales-

tine qui devait se tenir du 22 au 24 juin à l'Université York.

À la suite de l'intervention du ministre, le CRSH a pris le parti d'exiger des organisateurs de la conférence qu'ils l'informent de tout changement apporté au programme depuis l'attribution de leur subvention – une demande qui contrevient à la politique d'octroi des subventions de l'organisme en vertu de laquelle tout changement doit être indiqué dans le rapport d'activités remis à la fin de la subvention.

Finalement, le CRSH a accordé la subvention prévue pour la conférence après avoir obtenu des organisateurs l'assurance que seules

des modifications de détail avaient été apportées, mais là n'est pas le fond du problème, fait valoir le directeur général de l'ACPPU, James Turk.

« Cette situation tient de toute évidence au fait que le ministre n'approuvait pas le sujet de la conférence; c'est pourquoi nous avons jugé qu'il s'agissait, de la part du ministre, d'une intervention personnelle si grave que nous avons réclamé sa démission », a souligné M. Turk.

« Nous ne nous doutions pas alors que cet appel téléphonique était apparemment accom-

Voir LE CABINET DU MINISTRE à la page A11 →

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Discount Rates Page A7

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NEWS ACTUALITÉS

CAUT Warns about Threat to Faculty Custody & Control of their Files

DESPITE the longstanding practice in universities that academic staff have custody and control of their files and records, recent challenges have arisen following access to information requests.

CAUT has urged member associations to remain vigilant for any request individual academic staff may receive, whether in relation to access to information or otherwise, that would require them to provide the university's administration with access to their documents, email, files or records.

In a nine-page memo, CAUT executive director James Turk said that academic staff custody and control of their own files and records is a vital underpinning of academic freedom.

The memo, issued to all member associations last month, noted that for that reason, "it has been the longstanding practice in Canadian universities that, with limited exceptions, documents and records in academic staff members' files and offices, whether hard copy or electronic, have been in their custody and control—not in the universities'. In some cases, this practice has been codified in university policies."

CAUT considers the exceptions to be restricted to documents an academic staff member received or produced in relation to an administrative function for the university, such as in the capacity of departmental chair, graduate secretary or member of a university/faculty/departmental committee. Even then, only those records pertaining directly to those administrative functions would be in the university's custody or control. Email sent to colleagues while chair, but not in the person's capacity as chair, would not be in the university's custody or control.

To illustrate what has been the practice, Turk asked colleagues to imagine coming into their offices and finding the



Faculty custody & control of their own files & records is vital for academic freedom.

dean going through their file cabinet or reading their email. "The typical response," Turk said, "would rightly be outrage because your files and records are your files and records, not the university's."

He added, "Similarly, if you retire or take a job at another university, the practice is not that you must leave all your records, notes and files—taking only pictures of your family and your coffee cup with you—as is the norm in most workplaces where the departing person is given a box in which to put personal effects."

According to Turk, the fact that electronic records are on a university's server gives the administration no more rights to them than they have to hard copy records stored in a university-owned file cabinet in a university-

owned building where academic staff members have their offices.

"Access legislation does not extend or change what documents are in an institution's custody or control," Turk said. "Nor does it define 'custody' or 'control'."

"Customary practice in each sector becomes a key basis for determining what is in any type of institution's custody or control and what is not—thereby defining what falls under access to information legislation." ■

ON THE NET

CAUT's detailed statement on custody and control of academic staff records is available in an online version at www.caut.ca. Three arbitration awards on this issue, in full text form, are available at www.apuo.uottawa.ca/Info/arbitrations/arbitration_awards.htm.

Version française à la page A12.

Goodyear Ordeal Ends in Reinstatement

THE long ordeal of Michael Goodyear, a professor of medicine at Dalhousie University, has come to an end. In September, he reached a settlement agreement that would allow his full reinstatement. The terms of the settlement remain confidential.

Goodyear's difficulties began in 2002 when the chief of medicine for the Capital District Health Authority—Dalhousie's affiliated teaching hospital—responded to accusations about his clinical practice by suspending his hospital privileges, thereby preventing him from practicing or doing research in his specialty of medical oncology.

CAUT executive director James Turk says Goodyear was denied a timely review of the action taken against him because of a poorly-drafted provincial medical staff disciplinary bylaw.

"Instead of the suspension being reviewed within 20 days, as the bylaw supposedly provided, Goodyear had to wait seven years until the health authority board, following a lengthy hearing, found there was no justification for any of the accusations made against him and recommended that he be restored fully to his status as it was before the accusations were made," Turk said.

"In the meantime, Goodyear had to declare bankruptcy, had his academic career seriously disrupted, and was un-



Michael Goodyear reaches settlement after board vindicates him.

able to continue his research and practice in medical oncology."

Turk says CAUT is pleased with the outcome, but "to ensure that nothing like this will happen again, CAUT is working with the district medical staff association,

the provincial medical association and the Nova Scotia Ministry of Health to develop new regulations that ensure timely and fair procedures in the future." ■

Version française à la page A9.

COMMENT OPINIONS

PRESIDENT'S COLUMN

Academic Freedom Demands Constant Vigilance



By PENNI STEWART

SPEAKING in 1995, distinguished legal scholar and past president of York University, Harry Arthurs argued that "Academic freedom is a central, perhaps the central value, of university life." The question is what this value means in the daily practice of academic staff, departments and institutions.

Traditionnally, academic freedom has been conceived as the right of scholars to teach in the way they decide and to voice their opinions — not only about the subjects they teach and their areas of research, but also about broad social issues — without fear of censorship or reprisal. The institutional character of academic freedom is the democratic and collegial control of the organization of teaching and research and the general direction of institutions. It is becoming increasingly apparent this conflicts with ideas of entrepreneurial management and short-term demands of the governments which pay the bills.

CAUT has an increasing perception that academic freedom is under attack in Canada. This reflects

our mandate and role in defending colleagues whose freedom has been infringed. Relative to the large number of academic staff in Canada, those immediately affected are few in number and we can be accused of overreacting, at a time when there is widespread respect for academic freedom, despite a few incidents. On the contrary, we must pay serious attention to each incident, because each potentially establishes precedents that pave the way for dangerous, widespread institutional change.

This occurs in at least three ways. First, because post-secondary institutions are tight-knit communities, the persecution of just one colleague with controversial views becomes known and acts as a deterrent to others across an entire campus. Second, whether explicit or not, concern for their own preservation may lead collegial bodies which come under threat to avoid funding "controversial" research, conferences and other scholarly activities. Third, institutions can take advantage of seemingly minor incidents to institute student codes of conduct and respectful workplace policies that challenge academic freedom and freedom of expression more broadly.

Recent events at York University raise all three concerns. Last fall the Social Sciences and Humanities Research Council granted support for an academic conference entitled "Israel and Palestine: Mapping the Roads to Peace," planned for June at York and involving the collaboration of colleagues at York and Queen's University. The conference became the eye of a storm when Industry Minister Gary Goodyear, who is responsible for the three granting agencies, asked SSHRC to reconsider its decision to fund the conference.

Goodyear apparently acted under pressure from a number of non-academic organizations, prominently B'Nai Brith, which were offended by the conference and its speakers. SSHRC president Chad Gaffield acceded to the minister's request to have the conference organizers account for their program. The conference took place without incident, but under the shadow of tight security.

Joined by academics across Canada, CAUT protested this attempt to interfere politically with an independent granting council and SSHRC's decision to bow to pressure undermining the integrity of peer review processes. This is clear-

ly an attack on academic freedom. But there was more to come.

Mamdouh Shoukri, president of York University, defended the conference in a statement that noted the subjects of the conference were widely discussed internationally, including in Israel and Palestine, and by some of the same people invited to attend the conference. After the conference, however, Shoukri announced an inquiry into its planning and organization. Considering the procedures in place for adjudication at SSHRC and our colleagues right to decide on suitable subjects of debate, this inquiry can only be an effort to placate external groups (and donors) angered by York's sponsorship of the conference, and it serves as a chilling rebuke to the faculty who organized it.

In announcing the inquiry, Shoukri said: "Universities are obliged to support academic debate on the pressing issues of the day; they are also obliged to ensure the respectful exchange of ideas based on research." While innocuous-sounding, the second phrase hints ominously at the curtailment of academic freedom.

On Israel and Palestine, and any other political issues, it is not meaningful to think of some ideas but

not others as "based on research," and this criterion could lead to the curtailment of controversial and maybe "offensive" ideas. "Respectful" is also a loaded word that too easily can be stretched to exclude certain content from debate on the grounds it is disrespectful of an established political view. It does this by redirecting attention to the character of what is said rather than the substance of the issue.

CAUT's concerns about this conference are grave enough that we also have commissioned an independent inquiry by Jon Thompson, professor emeritus at the University of New Brunswick and a leading authority on academic freedom. Thompson will report to CAUT in November, and CAUT will release his report publicly.

In a nutshell, an increasing climate of regulation incrementally erodes academic freedom. At the same time, compounding this in the United States, and creeping into Canada, are overt threats to make life difficult for academics espousing certain views. For example, see the activities of the California-based David Horowitz Freedom Center. These we ignore at our peril. ■

LE MOT DE LA PRÉSIDENTE

La liberté académique exige une vigilance constante

Par PENNI STEWART

DANS un discours prononcé en 1995, l'éminent juriste et ancien recteur de l'Université York, Harry Arthurs, soutenait que la liberté académique est une valeur fondamentale, voire l'unique valeur fondamentale de la vie universitaire. Mais comment cette valeur se manifeste-t-elle réellement dans la pratique quotidienne du personnel académique au sein des départements et des établissements?

Traditionnellement, la liberté académique se rapporte au droit pour les membres du corps professoral d'enseigner comme ils l'entendent et d'exprimer leurs opinions, non seulement sur la matière qu'ils enseignent et leur domaine de recherche, mais aussi sur des questions sociales générales, sans crainte de censure et de représailles. D'un point de vue institutionnel, cette liberté contribue au caractère démocratique et collégial de l'organisation de l'enseignement et de la recherche ainsi qu'à l'orientation générale des établissements. Cependant, il devient de plus en plus évident que cette vision entre en conflit avec les idées de gestion entre-

preneuriale et les exigences à court terme des gouvernements qui régissent les facultés.

Les raisons pour l'ACPPU de croire que la liberté académique est menacée au Canada ne cessent de s'accumuler. Cette préoccupation reflète le mandat et le rôle qui nous sont attribués, c'est-à-dire de défendre ceux de nos collègues dont la liberté a été violée. Au pays, comparativement à leur grand nombre, peu de membres du personnel académique sont directement concernés par ce problème, et il se peut que l'on nous reproche de réagir de façon exagérée alors que la liberté académique jouit actuellement d'un grand respect, exception faite de quelques cas. Mais il importe précisément d'accorder une attention particulière à chacun de ces incidents, car ils peuvent établir des précédents pouvant ouvrir la voie à des changements dangereux et généralisés dans les universités et les collèges.

Les répercussions peuvent se produire de trois façons. D'abord, comme les établissements postsecondaires sont des milieux où les liens sont très serrés, la persécution d'un seul collègue exprimant un

point de vue controversé est vite connue et suffit pour dissuader tous les autres sur l'ensemble du campus. Ensuite, explicitement ou non, dans l'intérêt de leur propre préservation, les organes collégiaux qui se sentent menacés peuvent éviter de financer des recherches, des conférences et d'autres activités savantes « controversées ». Finalement, les établissements peuvent profiter d'incidents en apparence mineurs pour instaurer des codes de conduite à l'intention des étudiants ainsi que des politiques de respect dans le milieu de travail qui pourraient porter sérieusement atteinte à la liberté académique et à la liberté d'expression.

Des événements récents survenus à l'Université York ont soulevé ces trois préoccupations. En automne dernier, le Conseil de recherches en sciences humaines (CRSH) a décidé d'octroyer des fonds pour la tenue d'un colloque intitulé *Israel/Palestine: Mapping Models of Statehood and Paths to Peace* (Israël et Palestine : Établir des modèles de relations diplomatiques et un accord de paix) et prévu en juin de cette année dans l'établissement en question. Le projet était organisé en

collaboration entre des membres du personnel enseignant des universités York et Queen's. Or, l'événement a suscité toute une polémique lorsque le ministre d'État aux Sciences et à la Technologie, Gary Goodyear, responsable des trois organismes subventionnaires, a demandé au CRSH de revoir sa décision de financer le colloque.

M. Goodyear aurait apparemment subi des pressions de la part d'un certain nombre d'organisations non universitaires, en particulier le B'Nai Brith, qui s'est dit offensé par ce colloque et ses conférenciers. Le président du CRSH, Chad Gaffield, a accédé à la requête du ministre exigeant des organisateurs qu'ils justifient leur programme. L'événement s'est finalement déroulé sans complication, mais sous une sécurité accrue.

L'ACPPU, à laquelle se sont joints des universitaires de partout au Canada, a dénoncé cette tentative d'ingérence politique dans la décision d'un conseil subventionnaire indépendant ainsi que le fait pour le CRSH d'avoir cédé aux pressions, affaiblissant ainsi l'intégrité des processus de contrôle par les pairs. Il s'agit incontestablement d'une at-

teinte à la liberté académique. Et l'histoire se poursuit.

En effet, Mamdouh Shoukri, le recteur actuel de l'Université York, a défendu le colloque en soutenant que les questions qui y seraient abordées étaient largement débattues sur la scène internationale, y compris en Israël et en Palestine, ainsi que par certaines des personnes mêmes invitées à assister à l'événement. Cependant, après la tenue de ce dernier, M. Shoukri a ordonné une enquête sur sa planification et son organisation. Compte tenu des procédures en cours au CRSH pour l'attribution de fonds et du droit de nos collègues de choisir librement des sujets de débat appropriés, cette enquête ne peut être qu'une tentative pour amadouer les organismes externes (et les donateurs) furieux que l'Université York ait parrainé l'événement, et elle constitue une froide réprimande aux membres du corps professoral qui l'ont organisé.

En annonçant l'enquête, M. Shoukri a déclaré que les universités sont obligées de soutenir tout débat sur les sujets préoccupants de l'actualité

Voir LA LIBERTÉ à la page A10 ➔

COMMENT OPINIONS

COMMENTARY

Coordinated Campaign Aimed to Stifle Academic Discussion about Israel Raises Critical Questions

By DORIT NAAMAN

ON June 11, 2009, B'nai Brith Canada published a full page ad in the *National Post* condemning York University for, among other things, hosting a conference titled "Israel/Palestine: Mapping Models of Statehood and Paths to Peace." The ad launched was a full scale assault on the academic process: it chastized York and Queen's University for organizing an academic conference and questioned the peer review process at the Social Sciences and Humanities Research Council of Canada for funding it. A day later, B'nai Brith issued a press release attacking conference presenters.

B'nai Brith was not alone. It joined forces with many organizations, including some with avowedly racist and violent agendas. In addition to the Canadian Council for Israel and Jewish Advocacy and the United Jewish Appeal Federation of Greater Toronto, the Jewish Defence League was enlisted in this concerted attack on the conference.

These organizations tried to drum up support through the mainstream organizations, asking Jews to write letters to the president of York and the chancellor of Queen's protesting the event, and encouraging government agencies that had subjected the conference's program to a rigorous peer review process, to bow to political pressure to withhold already approved funding.

Indeed, in an unprecedented move, Gary Goodyear, the minister of state for science and technology, pandered to pressure and asked SSHRC to convene a second peer review panel to determine whether the conference was anti-Semitic (*Globe and Mail*, June 10, 2009).

While SSHRC, York, Queen's and CAUT defended the conference's right to take place under the principle of academic freedom, the attempt to silence open and critical debate needs to be examined carefully.

According to B'nai Brith "the conference questions the Jewish state's right to exist" and is a "virulent anti-Israel event." The conference's website, however, states its goals: "to explore which state models offer promising paths to resolving the Israeli-Palestinian conflict, respecting the rights to self-determination of both Israelis/Jews and Palestinians."

The dominant model historically, and the sole one in the international community since the Oslo accords were signed in 1993, was a two-state solution. But as the partition process was derailed, a democratic one-state model has resurfaced. Although the possibility of a one-state bi-national solution was very much in the minds of venerated Jewish thinkers like Martin Buber, B'nai Brith has determined



that discussing alternative models is tantamount to destroying Israel.

The debate about the one state, or binationalism — a very lively one within Zionist circles pre-1948, when Jews formed only 30 per cent of Palestine's population — is reemerging in Israel because of the political reality that Israel created.

Israelis know the one-state solution remains a pragmatic alternative, if not a favored ideological one. Israel is facing a demographic dilemma. It will soon have to decide whether to be Jewish or democratic. Indeed, while defending his decision to dismantle settlements in the Gaza strip in 2005, former Israeli prime minister Ariel Sharon used a demographic argument to convey the urgency of the disengagement. The crisis is frequently discussed within the Israeli press (see for instance the June 20 *National Post* editorial "Deciding Israel's Future.")

On June 4, 2009, the Israeli daily *Haaretz* published an editorial by mainstream liberal politician and longtime Knesset member Shulamit Aloni in which she quotes a letter Lord Rothschild sent in 1902 to Benjamin Ze'ev Herzl, the founder of the Zionist movement. In the letter, Rothschild explained why he could not support a Jewish state in Israel. He wrote that he "should view with horror the establishment of a Jewish colony pure and simple; such a colony would be Imperium Imperio; it would be a Ghetto with the prejudice of the Ghetto; it would be a small petty Jewish state, orthodox and illiberal, excluding the Gentile and the Christian."

Democracy itself lies in the balance. The success of openly racist and anti-Arab nationalist political party Yisrael Beiteinu, led by Foreign Minister Avigdor Lieberman, brought this reality squarely into the centre of public discussion, by opponents and enthusiasts alike. Articles in *Haaretz* by Meron Benvenisti (April 30, 2009), Antony Lowenstein (June 21, 2009) and Shulamit Aloni (May 1, 2009) explore the implications of this turn. Jews outside of Israel cannot turn their backs on this reality, unless they expect to leave democracy in the hands of demagogues and racists. The situation for Israelis remains painful and requires sober choices about the direction of the state.

The mainstream Canadian Jewish organizations' attempt to silence the York conference is in effect an attempt to silence discussion of this critical debate, which — ironically — is already taking place within Israel. This attempt is a disgraceful act meant to prevent Israelis, Jews, Arabs, Palestinians and others from speaking with one another in a serious academic forum. The accusations by B'nai Brith that the York conference hosted presenters who "justify terrorism," "advocate for the destruction of the Jewish state," and "reject compromise" rely on partial quoting and false information.

The fact is that every attempt had been made to bring mainstream organizations to the conference. In the lead up to the event, Sherry Aiken, professor of law at Queen's University and a conference organizer, met with the Canadian Jewish Congress to engage their interest and encourage participation from the community. During the conference Aiken outlined the discussions and mentioned congress officials suggested she meet with the Jewish Defence League.

Founded in 1986 by Rabbi Meir Kahane — the former leader of the openly racist Kach Party that was banned from the Israeli Knesset — the JDL and its followers have been responsible for violent attacks on Palestinians and Israelis inside Israel and in the United States. That the CJC suggested a meeting with this marginal racist organization signals its inclusion in the mainstream of North-American Jewish discourse.

The attack on the York conference was part of a well-coordinated and well-financed trans-Atlantic strategy to prevent discussion of the Israeli-Palestinian dilemma in both the classroom and campus environment. In 2004 the Israel on Campus Coalition published a resource guide titled "Tenured or Tenuous: Defining the Role of Faculty in Supporting Israel on Campus." The document was prepared Mitchell Bard, executive director of the American-Israeli Co-operative

Enterprise, and it can be found at www.israelcc.org/resources/icc-guides.htm.

Along with Campus Watch, which asked students to spy on their professors and track their "anti-Israeli" record on a public website, it is a shameful attempt to employ the tactics of McCarthyism to enforce the political ideology of a narrow spectrum of world Jewry and an even narrower Israeli public sector.

The document is a strategic response to the assessment that "The malignant teachings of anti-Israel 'scholars' spreads like a cancerous growth throughout the academy by way of publications and conferences." (p. 10) Measures to be taken to remedy the "problem" are the creation of endowed chairs and Israel studies centres, the establishment of visiting Israel scholar programs, and the funding of graduate students and conferences.

The document openly talks about "careful and creative negotiations to maximize control over the appointment" of endowed chairs (p. 34) and the danger "that the endowed professor may change their views over time" (p. 35). When discussing an Israeli Scholar Development Fund the document says its "advisory board will screen Israeli applicants to insure they are able representatives of Israel." (p. 37). And the strategic placement of Israel-related courses in Jewish studies departments "to give presumably more sympathetic academic committee control over the selection." (p. 35)

The results of this strategy in the U.S. — not very different from the attacks on the York conference here in Canada — are outlined in an informative article in the Jewish progressive *Tikkun Magazine* titled "The Trial of Israel's Campus Critics," www.tikkun.org/article.php/sept_oct_09_goldberg_makdisi.

A few months ago I attended a conference on visual culture at Bar-Ilan University near Tel Aviv. Bar-Ilan is a religious university and is considered conservative politically and hyper-nationalist. Yet the conference papers — presented by Israeli Jews only — offered a range of sophisticated critiques of Israeli culture and state practices, many of which are much more radical than the analysis voiced at the York conference.

How can we educate our students and pursue world-class research when ethno-religious organizations launch well-financed and well-coordinated campaigns against research and discussion of these realities? Indeed, why should Canadian students and scholars enjoy fewer rights than Israelis? ■

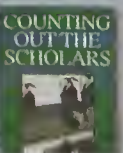
Dorit Naaman is Alliance Atlantis Professor of Film and Media at Queen's University.

The views expressed are those of the author and not necessarily CAUT.

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Test-Based Accountability Fails to Measure Up

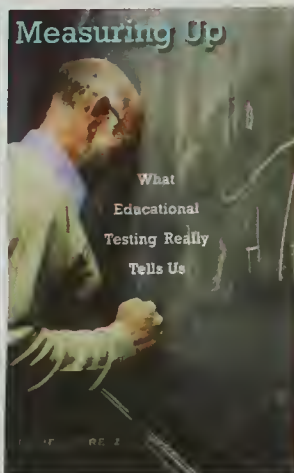
Measuring Up: What Educational Testing Really Tells Us

Daniel Koretz, Cambridge, MA: Harvard University Press, 2008; 368 pp; ISBN: 978-0-674-02805-0, hardcover \$29.95 us.

By OONNA FORSYTH

At first glance, Canadian readers might be tempted to discount the relevance of this book because of its American focus, specifically its focus on the issues raised by large-scale, high-stakes testing in American school systems. However, at a time when Canadian school systems face increasing demands for accountability, Koretz's book provides insight into the complexities and repercussions of educational testing that can serve as buffer against common misunderstandings about testing held by the public as well as many educators and policy makers on both sides of the border.

Koretz teaches at the Harvard Graduate School of Education. His extensive research on educational testing policy, on high-stakes testing, on the inclusion of English language learners and students with disabilities in large-scale testing, and on international testing programs qualify him well to write about testing. The inspiration for *Measuring Up* came from student responses to an introductory master's level course on educational testing that Koretz teaches. In the course he focuses on helping his students become well-informed users of tests and test information rather than psychometricians.



The title of the first chapter, "If Only It Were So Simple," sets the tone for the rest of the book as it unravels the complexities and pitfalls of educational testing, and the interpretation of test results. Koretz starts by providing thorough explanations of technical concepts such as reliability, validity, bias, measurement error and sampling. He goes on to trace the history of American testing and the evolution of large-scale achievement tests, including the widely used norm-referenced tests of the 1950s, the min-

imum-competency testing movement, performance assessment, and the standards-based or criterion-referenced assessments prevalent today.

Koretz believes the most significant change in testing in the last 50 years has been in its purpose — a shift from using tests as sources of information about student learning to using tests to hold teachers and students accountable, especially under the federal No Child Left Behind Act.

Koretz focuses on the repercussions of current test-based accountability systems that tie rewards and sanctions to the number of students in certain groups who meet or exceed a predetermined proficiency level. He exposes the erroneous thinking behind policies which place an almost exclusive emphasis on test scores to evaluate the effectiveness of a teacher, school or district.

Although achievement test scores purport to convey an overall measure of what students have learned, they really offer only an incomplete estimate of what students may have learned on small subsets of educational goals within very large domains of knowledge and skills.

On international achievement testing such as the OECD Programme for International Student Assessment, Koretz cautions against the simplistic interpretation of results, censuring the tendency to report results as a simple ranking of countries. He suggests factors such as the small sampling of content and changes in the emphasis given to subsets within content areas are significant.

He postulates that international comparisons "do not provide a consistent and logi-

cal norm group for comparison." (p. 105) A more useful way to look at international comparisons, Koretz suggests, would be to compare American results with those from high-scoring countries that might serve as exemplars, and with countries that are similar to the United States like England and Australia. Another suggestion is to heed large differences and general patterns instead of dwelling on small differences.

One of the major issues Koretz tackles is the phenomenon of score inflation on high-stakes tests. He argues that high-stakes testing has encouraged the practice of "teaching to the test," which can result in artificial gains in test scores that skew assumptions about student learning. Rising scores may not necessarily reflect real improvements in student achievement.

Koretz identifies a score pattern which calls the legitimacy of the reported increases into question — at first, scores on a new test are relatively low, but then show rapid increases over a period of several years before leveling out. When the test is replaced by a new one, the pattern repeats itself. If improvements in learning are genuine and the test items are representative of the curriculum, the scores should increase at only moderate rates, and should remain at similar levels even when the test changes. One remedy Koretz suggests is the use of audit tests to verify scoring trends.

Another area of educational testing Koretz sees as problematic is the ubiquitous use of standards-based reporting, an area Canadian educators will find relevant. Koretz asserts

See MEASURING UP Page A7 →

Lament over Money Misses the Mark

Saving Higher Education in the Age of Money

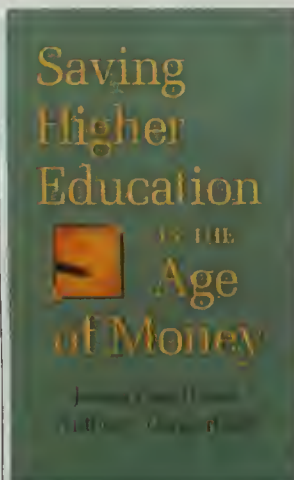
James Engell & Anthony Dangerfield, Charlottesville, VA: University of Virginia Press, 2005; 304 pp; ISBN: 0-8139-2331-X, hardcover \$28 us.

By ARNO BOHM

ENGLISH literature professors should be sternly enjoined to concentrate on the areas of their training when casting about for topics on which to publish monographs. When contemplating a critique of higher education, they might be pointed in the direction of novels, such as the satires of Mary McCarthy, David Lodge, A.S. Byatt, Jane Smiley and Richard Russo, to name but a few successful ventures in the genre. This book is a disappointing instance of what happens otherwise.

Both James Engell and Anthony Dangerfield are specialists of English, with teaching experience at elite universities such as Harvard and Cornell. Both would have done better to stay within their areas of expertise. Instead, they chose to publish an article in Harvard Magazine (May/June 1998) on "The Market-Model University: Humanities in the Age of Money," which forms the basis of Chapter 4 in *Saving Higher Education in the Age of Money*. The central thesis — that the humanities are at odds with the financial interests of the corporate university — sets the tone for the book.

Their starting premise will be familiar to anyone who has been following events in education over the last few decades. The origin



of our woes is supposed to be the tremendous influx of money and its concomitant importance: "Money, rather than a means, is becoming the chief end of higher education." (p. 2) Indeed, the fiscal crises since last year have made money the predominant topic at all levels in North American education, as governments seize the opportunity to distance themselves from a perennial sinkhole for dollars.

But rather than the daily grind of the bud-

get, Engell and Dangerfield are concerned with the impact of something they never really define, leaving to the readers' imagination the task of figuring out what "the age of money" might be. Throughout, statistics are anecdotal ones gleaned from secondary literature; there are no charts, tables or graphs.

The authors rely largely on examples that agree with the premise and on the sort of micro-narratives (a harsher critic might say "gossip") familiar from those occasions when faculty bemoan the current situation.

As they must, the authors concede that money has always been vital to the successful completion of the universities' missions, but now money apparently has acquired a "new status." Now a close relationship to money is required for any academic field that wants respect: "Every constituency of higher education now proclaims and reinforces the new status of money." (p. 11)

While it is easy to make such assertions, and to make them seem plausible when they fall on receptive ears, verifiable evidence is missing, both for the current conditions and for the past. Nor is it clear that such evidence ever could be provided, given the degree to which reputation depends on the audience as much as on the activities of the institutions.

That people have started to talk about something does not entail a clear, simple causal shift in reality or its perception. For instance, it could be that people are talking about money precisely because they no longer understand how it works and is supposed to work; money no longer seems reliable.

When it comes to the harm money supposedly causes, Engell and Dangerfield will convince primarily those who already agree with them.

Three areas are seen to be under threat. One is the university itself as an institution. The control by money drives universities to define excellence as meaning more money, both internally and as a measure against competing schools. Governance, curriculum design, hiring and overall goals are, we are told, now evaluated in monetary terms.

This view oversimplifies the activities of thousands of universities and colleges to the point of distortion, and ignores the countless decisions made for a host of other reasons.

Second, Engell and Dangerfield argue, the predominance of money leads to the neglect of traditional pedagogic goals. The new ones are nakedly utilitarian: "What passes for ideals in this environment are not erudition or reasoning ability or ethical judgment but productivity and competitiveness, or even not that." (p. 56) The reign of money has displaced the program of a liberal education and replaced it with vocational or professional training.

Even recruitment and admission officers begin to select incoming applicants with a view to their suitability for such training. This is an old complaint, yet when defenders of liberal education need something built they rarely seek out erudition, preferring expertise.

The third component of the system harmed by money is the individual student. Individ-

See SAVING HIGHER EDUCATION Page A11 →

NEWS ACTUALITÉS

University of Calgary: 'Obscene' Compensation Deal for Outgoing President

THE faculty association at the University of Calgary wants the administration to scale back what it calls an "obscene" supplementary pension deal for outgoing university president Harvey Weingarten.

The recommendation is one of several contained in an open letter delivered to the university's board of governors after Alberta's auditor general revealed that after just nine years at the university, Weingarten will retire in January with a pension worth \$4.75 million.

In an Oct. 1 report, Auditor General Fred Dunn slammed the university for taking seven years to finalize Weingarten's employment contract and the terms behind his pension, failing to document the original verbal agreement and failing to report the real value of his pension deal on financial statements.

In its letter to the board, the faculty association said there is a long-standing transparency problem at the institution, one that has led to a "widespread belief" in "all sorts of undisclosed expenditures hidden within the budget — slush funds to

support the pet projects of the powerful few within the university administration — while the core programs are left to wither through continuous erosion of funding... [which] seems to point to either incompetence or malicious intent (in the sense of a specific desire to keep significant expenditures secret)."

The association has asked for an external financial audit, among other measures, to fix the transparency problems once and for all.

But it isn't just the transparency issue that has upset the faculty association, it's the value of the pension package.

"One of our big concerns with the auditor general's report is his suggestion that there is nothing wrong with the amount the president is receiving," said faculty association president Anne Stalker.

The deal tops up the pension Weingarten will receive from 22 earlier years of service at McMaster University to reflect his higher salary at Calgary.

"A president should be paid well, and Weingarten should receive a

supplementary pension for his service at the University of Calgary," said Stalker. "Our objection is to having that apply to his 22 years at McMaster and having us pay for it."

Described in the letter as "obscene," the faculty association suggests the amount is "additional under-the-counter benefits dressed up to look like 'pension.'"

"This has a significant financial impact on the university," said Stalker. "It will be like we are paying two presidents, while at the same time staff are being laid off, academic staff vacancies are not being filled and some departments can't afford to buy pens."

She said about 40 management and professional staff were laid off in early October and more cuts are expected ahead of an anticipated funding freeze from the province.

"Our members and so many others in the university community are outraged," said Stalker, adding when times are difficult people need to pull together for the health of the institution. "This undermines those efforts... there is no trust left." ■

Western Strike Vote: 88% in Favour

UNIONIZED librarians and archivists at the University of Western Ontario have voted overwhelmingly to authorize a strike if contract talks do not result in a new collective bargaining agreement.

The University of Western Ontario Faculty Association announced Sept. 28 that 88% of UWOFA-LA members voted to support a strike ballot to back their bargaining goals of fair evaluations, job security and equitable salaries and benefits.

UWOFA-LA members have been without a contract since July 1.

"This vote demonstrates the determination of our members to ensure a fair and equitable settlement," said faculty association president Regna Darnell. "The work of librarians and archivists is at the heart of university life, and should be recognized as such."

Union negotiators and university management met with a conciliator last month and further meetings are

scheduled in October. UWOFA-LA members will not be in a legal strike position until a no-board report has been requested and 16 days have passed after its receipt by the provincial Minister of Labour.

"Our negotiating team is committed to use the scheduled meetings to achieve a fair deal," said Darnell.

The 55 librarians and archivists at Western rank 91st out of 113 North American research libraries in salaries and benefits. ■

Measuring Up

➔ From PAGE A6

that standards-based reporting of student achievement is more complex than it appears, and that labels assigned to describe performance levels (e.g., basic, proficient, advanced) are quite arbitrary.

He argues that "... there are only trivial differences between students just above and just below a standard, and there can be huge differences among students who fall between the two standards and who are therefore assigned the same label." (p. 324)

Koretz challenges the accuracy of achievement trend and achievement gap reports expressed in terms of "percent proficient." Furthermore, Koretz points out a particularly serious error that arises when school systems try to compare the change over time in the achievement between two groups of students that start out at different achievement

levels (e.g., African American and white students). For example, calculating the changes in percentages of students achieving above the "proficient" level confuses the amount of progress made with the proportion of the group clustered around that standard.

Here Koretz tries to make a case for a return to norm-referenced reporting, suggesting standards-based reporting be accompanied by what he considers more useful forms of reporting, such as scale scores and percentiles.

Recent trends to increase the participation of students with disabilities and students with limited proficiency in English in large-scale achievement testing constitute another controversial topic examined in *Measuring Up*. Koretz suggests that, while it is important to move ahead with the inclusion of students with special needs in testing programs, we must do it cautiously,

with full awareness of the inadequacies inherent in the methods currently available and with realistic expectations about the inferences that can be drawn from the scores.

The title of the final chapter, "Sensible Uses of Tests," encapsulates Koretz's message: educators and policy makers need a good understanding of the core concepts and principles of educational testing in order to interpret the results well and to make sound decisions.

He concludes, "In all, educational testing is much like a powerful medication. If used carefully, it can be ... [a] powerful tool for changing education for the better. Used indiscriminately, it poses a risk of various and severe side effects." (pp. 331-332) ■

Donna Forsyth is a professor of education at Brandon University.

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CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qu'il s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son Bulletin et sur son site www.travailacademique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

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NEWS ACTUALITÉS

Le Dr Goodyear enfin réintégré dans ses fonctions à Dalhousie

La longue épreuve vécue par le professeur de médecine Michael Goodyear de l'Université Dalhousie est arrivée à sa fin. En effet, il a conclu en septembre une entente de règlement lui permettant de réintégrer pleinement ses fonctions. Les modalités de l'entente demeurent toutefois confidentielles.

Les problèmes du Dr Goodyear ont commencé en 2002 lorsque, par suite d'accusations concernant la pratique clinique de ce dernier, le chef de médecine de la Régie régionale de la santé Capital — l'hôpital d'enseignement affilié à Dalhousie — a décidé de suspendre son droit de pratique à l'hôpital, l'empêchant ainsi de poursuivre des recherches et d'exercer dans son domaine de spécialisation, l'oncologie médicale.

Le directeur général de l'ACPPU, James Turk, estime que le Dr Goodyear a été privé de la possibilité d'examiner en temps opportun les sanctions qui lui ont été imposées, à cause d'un règlement disciplinaire provincial mal rédigé pour le personnel médical.

« Alors que la suspension aurait dû faire l'objet d'un examen dans un délai de 20 jours, comme il était censé être prévu dans le règlement, le Dr Goodyear a dû attendre sept ans avant que le conseil d'administration de la Régie régionale ne conclue, au terme d'une longue audience, que les accusations étaient sans fondement et ne recommande que le statut du médecin soit pleinement rétabli à celui dont il jouissait auparavant », a expliqué M. Turk.

« Dans l'intervalle, le Dr Goodyear a été contraint de se déclarer en faillite, à vu sa carrière universitaire sérieusement entravée et a été dans l'impossibilité de poursuivre ses recherches et sa pratique en oncologie médicale. »

M. Turk se félicite du dénouement, mais indique que, pour faire en sorte que ce genre de situation ne puisse jamais se reproduire, l'ACPPU travaille actuellement, de concert avec l'association de district du personnel médical, l'association médicale provinciale et le ministère de la Santé de la Nouvelle Écosse, à l'élaboration de nouveaux règlements qui puissent garantir à l'avenir des procédures expéditives et équitables. » ■

English on page A2.

YUFA Members Vote Yes on New Contract

Deal reached after intense & demanding bargaining process

ACADEMIC staff at York University cast their vote on a new contract last month — the product of an “intensive and demanding bargaining process,” according to faculty association president Arthur Hilliker — with an 80 per cent margin of approval.

The university's offer addresses the issues that faculty and librarians said were important to them, Hilliker said, even though the influence of current economic conditions together with the repercussions from a recent 85-day strike at the university “created some special challenges” in renegotiating the contract.

“We achieved a reasonable salary settlement, better equity provisions and made advances toward achieving a lower and more equitably distributed workload in a later contract year,” he said.

The agreement provides for an 8.5 per cent salary increase for the three years spanning 2009 to 2012 with a provision to reduce teaching loads to two full course equivalents by 1 May 2011, failing which salaries increase by an additional 0.9 per cent.

The contract also increases librarians' research days, overload and administrative stipends, funds for leaves, fellowships and conference travel support and addresses health and retiree benefit concerns, among others. ■

CAUT Hires Two New Staff

CAUT recently hired Chantal Sundaram and Robert Johnson to fill important posts within the organization.

Chantal joins CAUT as an assistant executive director with responsibility for assisting member associations with collective bargaining and bargaining related issues. Robert is a professional officer working in CAUT's research and advocacy unit and fills a position vacated by Michael Conlon, who left CAUT in August to take up a post with the Association of Administrative and Professional Staff at the University of British Columbia.

Chantal has a PhD in Russian language and literature from the University of Toronto and, for the last five years, has been a staff representative for CUPE 3902 representing contract academic staff and others at the UofT. She is currently the chief negotiator for the contract academic staff unit. Chantal has an extensive background in work in the labour movement and with NGOs.



New at CAUT — Chantal Sundaram & Robert Johnson.

and is trilingual (English, French and Russian).

Robert spent four years at the University of Ottawa School of Political Studies teaching public policy before joining CAUT. His publications have been in the area of federal-provincial regulatory governance in Canada. While a stu-

dent, Robert was active in the Canadian Federation of Students. He is fluent in English, French, German and Dutch.

“We are delighted to welcome such talented academics to our staff complement,” said CAUT president Penni Stewart. ■

Minister's Office Threatens SSHRC's Federal Budget Funding: Internal Email

→ From PAGE A1

“Little did we know then that the phone call was apparently accompanied by a threat from the minister's office to withhold a funding increase in the next federal budget.”

The e-mail obtained by CAUT, dated June 5, under the subject line “Extremely urgent,” was sent to Gaffield from SSHRC communications manager Trevor Lynn and described what he had just been told by Goodyear's chief of staff, Philip Welford: “He [Welford] said that this is a serious issue and was so serious that it will make it hard for the Minister to recommend increased funding for SSHRC in the next budget.”

Turk said that the e-mail raises serious questions about how decisions are made about federal government funding for academic granting councils.

“It appears that as far as Goodyear is concerned, those decisions can be questioned when a granting council supports something he disagrees with politically, and that is not acceptable in Canada or anywhere where academic freedom is respected,” he said.

SSHRC issued a written statement saying the “internal e-mail regarding comments by the Minister's Chief of Staff is inaccurate” after the e-mail was made public.

Goodyear pointed to the SSHRC statement when questioned about the e-mail in the House of Commons Sept. 29.

Asked by Marc Garneau, the opposition Liberal Party's science and technology critic, about “the use of pressure tactics by one of the minister's officials against an arm's-length academic research council,” Goodyear responded that “the Member will be happy to know that the social sciences council has clearly stated that e-mail is inaccurate.”

When contacted by Le Devoir newspaper, SSHRC's communications manager refused to comment further in what way the e-mail describing Welford's comment was inaccurate, or why a mistake like

this would be made in an internal e-mail. Asked by Le Devoir if he often attributes false comments to the minister in communications to his superior at SSHRC, and why, if what he'd written was inaccurate, he would have suggested that his boss, Chad Gaffield, call Welford directly, Lynn would only say repeatedly that he was sorry but could not say more.

“Lynn should not be taking the fall for Goodyear,” Turk said. “It's the minister who should be doing the explaining, and he is clearly pointing fingers elsewhere because there is no acceptable explanation for what happened.”

“It's time for Prime Minister Stephen Harper to demonstrate his respect for academic freedom in Canada by asking for Goodyear's resignation.”

CAUT has sent the e-mail and hundreds more pages of documents obtained through its access to information request to the head of an independent inquiry it commissioned to investigate issues surrounding the York conference.

Jon Thompson, professor emeritus at the University of New Brunswick and one of Canada's leading authorities on academic freedom, was asked in September to conduct the inquiry. Thompson is soliciting submissions from Industry Canada, SSHRC, administrators from the sponsoring universities, conference organizers and participants, faculty, students and any other interested parties in order to examine issues arising from the conference related to academic freedom, the role of federal granting councils and the responsibilities of members of academic communities for protecting the discussion of controversial issues on university and college campuses.

Thompson is expected to report by the end of November. ■

ON THE NET

More information on the inquiry and an electronic copy of the SSHRC e-mail can be found at www.caut.ca.

ACPPU : nouveaux membres de l'effectif

L'ACPPU a récemment recruté L'Chantal Sundaram et Robert Johnson à deux postes importants au sein de l'organisation.

Chantal est nommée au poste de directrice générale adjointe chargée d'aider les associations membres dans leur démarche de négociation collective et la résolution des questions en la matière. Robert occupera les fonctions d'agent professionnel au sein de l'unité de la recherche et de la promotion des intérêts, en remplacement de Michael Conlon, qui a quitté l'ACPPU en août dernier pour se joindre à l'association du personnel administratif et professionnel à l'Université de la

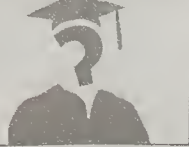
Colombie-Britannique.

Titulaire d'un doctorat en langue et littérature russes de l'Université de Toronto, Chantal a exercé, ces cinq dernières années, le mandat de déléguée du personnel auprès du SCFP 3902 où elle représentait le personnel académique contractuel et d'autres professionnels de l'Université de Toronto. Elle assume à l'heure actuelle les fonctions de négociatrice en chef pour l'unité du personnel académique contractuel. Chantal possède une vaste expérience du travail au sein du mouvement syndical et avec les ONG. Elle est trilingue (anglais, français et russe).

De son côté, Robert a passé les quatre dernières années à enseigner les politiques publiques à l'École d'études politiques de l'Université d'Ottawa. Ses publications portent sur la gouvernance de la réglementation fédérale-provinciale au Canada. Pendant ses années d'études, Robert a milité activement au sein de la Fédération canadienne des étudiantes et étudiants. Il maîtrise quatre langues (anglais, français, allemand et néerlandais).

« Nous sommes ravis d'accueillir ces deux universitaires talentueux au sein de notre effectif », a dit la présidente de l'ACPPU, Penni Stewart. ■

semaine de l'équité
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26-30 octobre 2009 www.acppu.ca



NEWS ACTUALITÉS

Lethbridge, Alberta Professors Receive 2009 CAFA Awards

REGINALD Bibby, a bestselling author and holder of the Board of Governors Research Chair in Sociology at the University of Lethbridge, has been named the Confederation of Alberta Faculty Associations' 2009 Distinguished Academic.

Bibby, who has been teaching at Lethbridge for more than 30 years, was one of three faculty members to be honoured this year. Sara Dorow, an associate professor of sociology and director of the community service-learning program in the faculty of arts at the University of Alberta, and Candace Nykiforuk, an assistant professor with the school of public health at the University of Alberta, each received CAFA's Distinguished Academic Early Career Award.

Since 2007, CAFA – the provincial body that represents academic staff associations at the University of Alberta, the University of Leth-



CAFA award winners Reginald Bibby, Sara Dorow & Candace Nykiforuk.

bridge and Athabasca University – has named distinguished academics to recognize, reward and support academic staff members who through their research and/or other scholarly, creative or professional activities have made an outstanding contribution to the wider community beyond the university. In addition to being honoured at a reception, recipients receive a \$1,000 prize and an original artwork.

"Through these awards, we wish to recognize and highlight exceptional contributions to research, instruction and public outreach made by our colleagues," said Linda Bonneville, president of CAFA. "We are proud to celebrate the achievements of Dr. Reginald Bibby, Dr. Sara Dorow, and Dr. Candace Nykiforuk, whose work has been exemplary in this respect."

La CAFA remet ses prix annuels

REGINALD Bibby, auteur à succès et titulaire de la chaire du Conseil des gouverneurs en sociologie à l'Université de Lethbridge, où il enseigne depuis plus de 30 ans, a reçu le prix d'excellence 2009 de la Confédération d'Alberta Faculty Associations (CAFA) – l'organisme provincial qui représente les associations du personnel académique des Universités de l'Alberta, de Lethbridge et d'Athabasca.

M. Bibby est l'un des trois lauréats à qui la CAFA a décerné un prix cette année. Sara Dorow, professeure agrégée de sociologie et directrice du programme d'appren-

tissage par le service communautaire à la Faculté des arts de l'Université de l'Alberta, et Candace Nykiforuk, professeure adjointe à l'École de santé publique de l'Université de l'Alberta, ont toutes deux obtenu le prix d'excellence académique en début de carrière de la CAFA.

Depuis 2007, la CAFA remet ses prix d'excellence à des membres du personnel académique qui, par leurs travaux d'érudition, leurs activités professionnelles ou leurs initiatives novatrices, contribuent de façon remarquable à l'ensemble de la société. En plus d'être hono-

rés à l'occasion d'une réception, les lauréats reçoivent un prix de 1 000 \$ ainsi qu'une œuvre d'art originale.

« Ces prix ont été créés pour reconnaître et souligner l'apport exceptionnel de nos collègues à la recherche, à l'enseignement et à l'information du public », a déclaré la présidente de la CAFA, Linda Bonneville. « Nous sommes fiers de saluer les réalisations des professeurs Bibby, Dorow et Nykiforuk, dont le travail est exemplaire à cet égard. »

Un étudiant de Carleton remporte la bourse Stewart-Reid

L'ACPPU a décerné cette année la bourse commémorative Stewart-Reid à Kevin Walby, doctorant en sociologie à l'Université Carleton.

M. Walby détient un baccalauréat ès arts avec mention de l'Université de la Saskatchewan ainsi qu'un diplôme d'études supérieures en sociologie de l'Université de Victoria. En 2006, il a participé à l'école d'été de l'European Consortium for Political Research, connu aussi comme « le camp d'été sur les méthodes de recherche ».

Pour sa thèse de doctorat en sociologie de la sexualité, il poursuit des recherches sur la vie active de 30 escorts masculins pour hommes qui, à partir d'Internet, offrent leurs services à Montréal, à Ottawa et à Toronto (Canada), à Houston et à New York (États-Unis) et à Londres (Angleterre). Il aspire à publier les résultats de ses travaux sous forme de livre chez une presse universitaire canadienne.

Actuellement, ses intérêts de recherches portent sur la surveillance et la gouvernance urbaine. Il a publié 30 articles scientifiques, chapitres de livres et essais critiques, et a rédigé un grand nombre de communications, de rapports et de comptes rendus de livres.

Parallèlement à son apport à la sociologie canadienne, M. Walby participe, en tant que rédacteur en chef de la section consacrée aux luttes des prisonniers et coordonnateur des services de liaison et de la défense des intérêts, à la publi-

cation du *Journal of Prisoners on Prisons*, une revue académique sans but lucratif, basée à Ottawa, où les articles sont centrés sur les réalités carcérales, évalués par un comité de pairs et écrits principalement par des détenus. Il est également membre de Books2Prisoners Ottawa.

Il a reçu plusieurs bourses, prix et distinctions honorifiques au cours de ses années d'études, dont la Bourse de la Reine décernée par le Conseil de recherches en sciences humaines du Canada, et il souhaite faire carrière dans une université canadienne.

M. Walby a été sélectionné comme lauréat de la bourse Stewart-Reid par un comité formé de trois membres qui sont, cette année, Françoise Naudillon, professeure au département de français de l'Université Concordia, Ken Ko, professeur de biologie à l'Université Queen's et Chris Ferns, professeur d'anglais à l'Université Mount Saint Vincent.

L'ACPPU a créé la Fiducie de la Bourse commémorative J.H. Stewart Reid il y a plus de 40 ans pour commémorer la vie et l'œuvre de son premier secrétaire général. La bourse de 5 000 \$ est accordée, pour une année d'études, à une étudiante ou à un étudiant de niveau académique exceptionnel qui est inscrit à un programme de doctorat d'une université canadienne. La liste des lauréats des années 1999 à 2008 est disponible à <http://stewartreid.caut.ca>.

Traduit de l'article « Carleton Student Wins Reid Fellowship » (*Bulletin de l'ACPPU*, septembre 2009).

Saint Mary's ratifie un nouveau contrat de travail

LES membres du personnel académique de l'Université Saint Mary's à Halifax se sont prononcés en faveur de la nouvelle convention collective qui avait été conclue avec le Bureau des gouverneurs, en juillet dernier, au terme de cinq jours de négociation.

L'entente prévoit notamment une augmentation moyenne de 9,3 % des salaires et des avantages sociaux sur les trois prochaines années, de même que le versement d'une prime d'encouragement à la retraite, jusqu'à concurrence de 70 % du salaire de la dernière année, aux professeurs et aux bibliothécaires qui partent à la retraite, après 20 ans ou plus de service, le 31 août suivant leur 65^e anniversaire. Une nouvelle loi pro-

vinciale en vigueur depuis le 1^{er} juillet a mis fin à la retraite obligatoire à 65 ans en Nouvelle-Écosse.

La convention comporte de nouvelles dispositions relatives à la création d'un nombre limité de postes permanents de chargés de cours/moniteurs de laboratoire dont les titulaires bénéficieront des mêmes droits et privilèges conférés aux membres réguliers du corps professoral et d'un salaire annuel équivalant à celui des professeurs adjoints. Ces nouveaux postes, dont le nombre ne peut dépasser 5 % de l'effectif professoral à temps plein, ne peuvent ni être créés sans le consentement d'un département ni servir à remplacer des postes vacants de professeurs à temps plein.

Par ailleurs, la nouvelle convention prévoit la mise sur pied d'un comité paritaire chargé principalement d'établir une échelle de rémunération applicable aux disciplines ou aux sous-disciplines en grande demande qui peuvent justifier des rajustements salariaux en fonction du marché.

Les dispositions normatives de la convention comportent dorénavant, dans la section régissant la gouvernance de l'établissement, une clause établissant qu'aucune action ou politique du sénat ne peut enfreindre les droits du personnel qui sont négociés dans la convention collective.

English on page A11.

La liberté académique exige une vigilance constante

→ Suite de la PAGE A3

et qu'elles doivent également assurer l'échange respectueux d'idées fondées sur des recherches. Au premier abord, cet énoncé semble inoffensif, mais la deuxième partie de la phrase fait une allusion inquiétante à une restriction de la liberté académique.

Lorsqu'il est question d'Israël et de la Palestine, ou de toute autre question politique, il n'est pas raisonnable de juger que certaines idées sont plus que d'autres « fondées sur des recherches », et un tel critère pourrait mener à limiter les opinions controversées, voire « offensantes ». De plus, le terme respectueux est lourd de sens et peut trop facilement être utilisé pour exclure certains sujets dans un débat sous prétexte qu'ils ne respectent pas les opinions politiques établies, ce qui peut se produire lorsque l'attention est mise sur la nature des propos plutôt que sur l'essence de la discussion.

L'ACPPU nourrit de telles craintes à propos de ce colloque qu'elle a, à son tour, commandé une enquête indépendante à Jon Thompson, professeur émérite à l'Université du Nouveau-Brunswick et sommé en matière de liberté académique. En novembre prochain, M. Thompson présentera son rapport à l'ACPPU, qui rendra le document public.

En bref, un climat de réglementation croissante est en train d'éroder peu à peu la liberté académique. En même temps, on constate aux États-Unis comme ailleurs au Canada que des menaces déclarées rendent la vie difficile aux universitaires qui affichent certaines opinions. À cet égard, voyez par exemple les activités du David Horowitz Freedom Center de Californie. C'est à nos risques et périls que nous n'en tenons pas compte.

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NEWS ACTUALITÉS

Le cabinet du ministre menace de ne pas accorder au CRSH les fonds prévus dans le budget fédéral

→ Suite de la PAGE A1

pagné de la menace du cabinet du ministre de ne pas accorder la hausse de financement prévue dans le prochain budget fédéral.

Portant la mention « Très urgent » et envoyé le 5 juin 2009 à M. Gaffield par le responsable des communications du CRSH, Trevor Lynn, le courriel dont l'ACPPU a obtenu copie décrit ce que ce dernier vient de se faire dire par le chef de cabinet du ministre Goodyear, Phillip Welford : « Il (Welford) a dit qu'il s'agissait d'une affaire très sérieuse, si sérieuse en fait qu'elle pourrait empêcher le ministre de recommander une augmentation des fonds destinés au CRSH dans le prochain budget. »

De l'avis de M. Turk, ce courriel soulève de graves questions sur la façon dont sont prises les décisions concernant le financement accordé par le gouvernement fédéral aux conseils subventionnaires des établissements d'enseignement.

« Il s'avère pour le ministre Goodyear que ces décisions peuvent être remises en question lorsqu'un organisme subventionnaire soutient un projet avec lequel le ministre se trouve en désaccord pour des raisons politiques, ce qui est inacceptable au Canada et partout où la liberté académique est respectée », affirme-t-il.

À la suite de la diffusion publique du courriel, le CRSH a publié une déclaration affirmant que « le courriel contenant les commentaires du chef de cabinet est inexact ».

Le ministre a attiré l'attention sur la déclaration du CRSH lorsqu'il a été interrogé au sujet du courriel le 29 septembre dernier à la Chambre des communes. Alors que Marc Garneau, porte-parole de l'opposition libérale en matière de sciences et de technologie, remettait en question « les moyens de pression employés par un des collaborateurs du ministre à l'endroit d'un conseil de recherche universitaire indépendant », le ministre a rétorqué que « le député sera heureux d'apprendre que le Conseil de recherches en sciences humaines a clairement indiqué que ce courriel était inexact ».

Contacté par le quotidien *Le Devoir*, le responsable des communications du CRSH a refusé d'expliquer en quoi les propos de M. Welford rapportés dans le courriel

étaient inexactes et pourquoi une telle erreur aurait été commise dans un courriel interne. Quand le journaliste lui a demandé s'il avait l'habitude de prêter au ministre de faux commentaires dans ses communications avec son supérieur au CRSH et pourquoi avoir suggéré à son patron, M. Gaffield, de communiquer directement avec M. Welford, si ce qu'il avait écrit était inexact, M. Lynn s'est excusé à plusieurs reprises de ne pouvoir rien dire d'autre.

« M. Lynn ne devrait pas porter le blâme pour une erreur commise par le ministre Goodyear », estime M. Turk. « Le ministre devrait, comme il lui appartient, fournir des explications au lieu de pointer un doigt accusateur sur qui que ce soit, mais aucune explication acceptable ne saurait légitimer ce qui s'est produit. »

« Il est temps que le premier ministre Stephen Harper témoigne de son respect pour la liberté académique au Canada en demandant au ministre Goodyear de démissionner. »

En septembre, l'ACPPU a demandé à Jon Thompson, professeur émérite à l'Université du Nouveau-Brunswick et sommité canadienne en matière de liberté académique, de conduire une enquête indépendante sur la situation entourant la conférence tenue à l'Université York. Elle lui a transmis le courriel en question ainsi que des centaines d'autres pages de documents qu'elle a obtenus par suite de sa demande d'accès à l'information.

M. Thompson invite Industrie Canada, le CRSH, les dirigeants des établissements parrains de l'événement, les organisateurs et les participants de la conférence, les membres du corps professoral, les étudiants et toutes les autres parties intéressées à faire part de leurs opinions et observations sur toutes les questions de liberté académique liées à la conférence, sur le rôle des organismes subventionnaires fédéraux et sur la responsabilité qui incombe aux membres des communautés académiques de protéger le débat de questions controversées au sein des universités et des collèges.

Le professeur Thompson devrait remettre son rapport d'ici la fin novembre. ■

Saint Mary's Ratifies Contract

ACADEMIC staff at Saint Mary's University in Halifax have ratified a new contract with the board of governors that provides an average 9.3 per cent increase in salary and benefits over the next three years.

The deal that was reached after five days of negotiations in July also includes a retirement incentive payment of up to 70 per cent of final year salary for faculty and librarians with 20 or more years of service who retire on Aug. 31 following their 65th birthday. New provincial legislation — which

took effect on July 1 — abolished Nova Scotia's default retirement age of 65.

The contract has language added to create a small number of permanent lecturer/lab instructor appointments that have the rights and privileges of regular faculty and annual salary on a par with assistant professors. The new positions are limited to 5 per cent of the full-time faculty complement, can only be established with the consent of a department, and cannot be used to fill full-time faculty vacancies.

The new agreement also establishes a parity committee whose main function will be to establish a salary range for disciplines or sub-disciplines that are in high demand and may warrant market supplements.

Non-economic issues in the renegotiated contract include a new clause in the academic governance section acknowledging that "No action or policy of senate shall violate the rights of employees as negotiated in this collective agreement." ■

Version française à la page A10.

Saving Higher Education in the Age of Money

→ From PAGE A6

uals cut off from the humanism of liberal education by the attractions of utility are rendered incapable of grasping and invoking the canon. This has been the lament of cultural advocates such as Bloom and Hirsch for some time. The future appears bleak: "The effect of this subtle, far-reaching deterioration is deleterious and cannot be underestimated." (p. 106) Surely they meant "overestimated."

According to the jeremiad, the very foundations of civil society are at risk, as virtue, ethics, personal confidence, and the power to imagine will all wither away. The emptiness of the anxiety is revealed when

they themselves resort to non-canonical works as reference points, as in the case of "the poor Krell civilization, in another film, *Forbidden Planet*." (p. 142)

Engell and Dangerfield are elitists in their disregard for the customs of democratized scholarship, as when they fail to document quotations, e.g., from Dryden. (p. 96) The annotated bibliography has no indication of the principles upon which it has been constructed.

Similar slipshod methods underpin their claim that "the force of change — to which the university is constantly said to need to react — actually originates in the arts and sciences." (p. 199) Really? How do they know? At the end they have

no concrete proposals for reform, beyond a confidence in the people who "believed in the calling of higher education as a faith." (p. 231)

This appeals to some, such as the Association of American Colleges and Universities, which presented the book with the Frederic W. Ness Book Award in 2007. Readers of the *Bulletin* will not be so keen to recognize a study which neither uses nor mentions academic unions in dealing with the challenges of today's universities and colleges. ■

Arnd Bohm is a professor of English language and literature at Carleton University and past president of the Carleton University Academic Staff Association.

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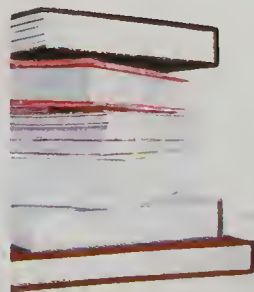
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Funding on Rebound, According to Report

PUBLIC spending on Canadian universities and university colleges posted a modest rebound in 2007–2008 after years of declining funding, new figures show.

But compared to previous decades, government operating grants now account for less than 58% of total university operating revenues.

In fiscal 2008, university revenues reached an all-time high of \$26.8 billion — an increase, unadjusted for inflation, of 2.8% over the previous year as public operating grants rose by 3.8%.

Other stats reported in CAUT's September 2009 Education Review: University Finances, 2007–2008 reveal that:

- The largest increase in total university revenues over the previous year was recorded in Alberta.
- Tuition revenues rose fastest in Quebec, Ontario and British Columbia. ■

ON THE NET

CAUT's report featuring detailed breakdowns on university finances is available at www.caut.ca/uploads/EducationReview11-1-en.pdf.

**National
Union
CAUT**

The Patricia Baker Award for Union Activism in the Post-Secondary Education Sector

The Patricia Baker Award was established in 2008 at the 3rd National Convention of the National Union of CAUT in honour and memory of Sister Patricia Baker. Sister Baker was an academic, a union activist, a feminist and a woman who worked tirelessly to make her vision of an inclusive and equitable university community a reality. Sister Baker was a member of the National Executive Board of NUCAUT until her death in December 2007. The Patricia Baker Award recognizes outstanding contributions by members of NUCAUT locals to the advancement of equity in the post-secondary community.

Criteria

The criteria used by the National Executive Board of NUCAUT are as follows:

- Candidates must be a member of a NUCAUT local
- Candidates' contributions may have benefitted any or all groups of workers (faculty, students, staff) in the post-secondary education sector;
- The form of the candidates' achievements may include but are not limited to the following: organizational leadership, policy implementation, legislation, mobilization, educational initiatives or distinguished service;
- The outstanding quality of the contribution may derive from the result of a single project or activity, or in the accumulation of efforts through consistent involvement over a long period of time in supporting the advancement of equity and inclusivity in the post-secondary sector; and
- Candidates' contributions to the advancement of workers from equity-seeking groups in the post-secondary community may have been focused locally, provincially, regionally, nationally, or a combination of these.

The number and frequency of awards will be as the National Executive Board deems appropriate.

Making Recommendations for the Award

Recommendations are to include a covering letter that describes specific contributions and achievements of the nominee as they relate to the award criteria. Additional information may be gathered by the NEB as it feels necessary. Academic staff associations or unions, their committees or caucuses, other unions, including provincial federations of labour, or any other interested parties, individual or collective, are invited to submit recommendations for the Patricia Baker Award.

Recommendations should be addressed to:
President, National Union of CAUT
2705 Queensview Drive, Ottawa ON K2B 8K2

**National
Union
of CAUT**

Patricia Baker
IN HONOUR AND MEMORY 1955-2007



NEWS ACTUALITÉS

Mise en garde de l'ACPPU au sujet du contrôle des documents du personnel

MÊME s'il est depuis longtemps courant dans les universités canadiennes que les membres du personnel académique conservent et contrôlent leurs propres fichiers et dossiers, la tradition s'est récemment heurtée à une série de cas de demandes d'accès à l'information.

L'ACPPU a donc invité ses associations membres à demeurer vigilantes par rapport à toute demande reçue par les membres du personnel académique, qu'il s'agisse d'une demande d'accès à l'information ou de toute autre nature, qui les obligerait à autoriser l'université à obtenir l'accès à leurs documents, courriels ou dossiers.

Dans une note longue de neuf pages, le directeur général de l'ACPPU, James Turk, explique pourquoi il est fondamental pour la liberté académique que les membres du corps universitaire aient la garde et le contrôle de leurs propres fichiers et dossiers.

La note transmise le mois dernier à toutes les associations membres indique que « c'est pour cette raison que dans les universités canadiennes, ce sont, à quelques exceptions près, les universitaires eux-mêmes, et non les universités, qui ont toujours conservé et contrôlé documents et dossiers dans leurs bureaux, sur copie papier ou en version électronique. Dans certains cas, cette pratique a été encaissée dans les statuts des universités. »

Ces exceptions, de l'avis de l'ACPPU, se limitent aux documents qu'un membre du personnel académique a reçus ou produits dans l'exercice d'une fonction administrative pour le compte de l'université, en agissant, par exemple, à titre de chef de département, de secrétaire d'études supérieures ou de membre d'un comité d'université, de faculté ou de département. Là encore, seuls les dossiers portant directement sur ces fonctions administratives seraient conservés ou contrôlés par l'université. Les courriels qu'un chef adresserait à des collègues, mais non en sa qualité de chef, ne seraient pas sous la garde ou le contrôle de l'université.

Pour illustrer la pratique établie jusqu'à présent, M. Turk a demandé à ses collègues d'imaginer le scénario suivant : « Vous entrez dans votre bureau et y trouvez le doyen en train de fouiller dans votre classeur ou de lire vos courriels. Vous seriez outrés, à juste titre, car vos fichiers et dossiers sont vos fichiers et dossiers, pas ceux de l'université. »

« De même, poursuit-il, si vous prenez votre retraite ou que vous acceptez un poste dans une autre université, il n'est pas coutumier de laisser tous vos dossiers, notes et fichiers (n'importe que vos photos de famille et votre tasse à café) comme le veut l'usage dans la plu-

part des lieux de travail où l'on remet à la personne qui part une caisse dans laquelle ranger ses effets personnels. »

Selon M. Turk, le fait que des documents électroniques soient stockés sur un serveur de l'université ne confère pas à la direction de celle-ci plus de droits qu'elle ne détient sur les documents sur support papier rangés dans un classeur appartenant à l'université dans un bâtiment appartenant à l'université où sont aménagés les bureaux des membres du personnel.

« Les lois sur l'accès à l'information ne multiplient ni ne modifient le type de documents placés sous la garde ou le contrôle d'un établissement, pas plus qu'elle ne définissent la "garde" ou le "contrôle", souligne M. Turk.

« Dans chaque secteur, l'usage en cours devient l'assise qui permet de déterminer ce qui est gardé ou contrôlé par quelque établissement que ce soit et ce qui ne l'est pas, définissant ainsi ce qui est assujéti aux lois sur l'accès à l'information. » ■

SUR INTERNET

L'énoncé de position de l'ACPPU peut être consulté à www.acppu.ca. Trois décisions arbitrales rendues en la matière peuvent être consultées à www.apuo.uottawa.ca/info/arbitrations/arbitration_awards.htm.

English on page A2.

BETTER SUPPORT FOR NEW FACULTY



Helping you hit the ground running

"The University of Windsor is the most collegial and supportive University I have ever been involved with. That kind of support," adds Marlys Koschinsky, Dean of Science, "is a vitally important determinant of success, especially for new faculty." How can the successful candidate for the recently posted Fisheries Ecologist position expect this to help with career advancement?

"To start with, I'll make sure the newcomer's research time is favourably balanced with teaching and service responsibilities. It's critical to the entire department that all new faculty quickly establish successful research programs. That requires focus. Our faculty are eager to help – with mentoring and assistance with grant applications, for instance."

"As Dean, I'm also well positioned to assist in liaising with other resources – from Facility Services to the V. P. Research – to ensure that there are no unnecessary barriers to the timely equipping and funding of productive research environments."

To learn more about the University of Windsor and the Fisheries Ecologist position, contact Dr. Janice Drakich, Director of Faculty Recruitment, toll free at 1-877-665-6608 or visit us online.

University
of Windsor
thinking forward

uwindsor.ca/facultypositions

ERS ÈRES

SECTION B

A

■ ABORIGINAL GOVERNANCE—University of Winnipeg. The University of Winnipeg is currently seeking to fill a tenure/tenure-track position to assume the leadership in ongoing development and coordination of the Aboriginal Governance Program's undergraduate and recently launched graduate programs. The start date is negotiable but preferably no later than July 1, 2010. The successful candidate will be a member of the program (tenure or tenure-track) and serve as Director for a minimum three year term. Reporting to the Dean of Arts, the ideal candidate would be qualified at the rank of Associate Professor, and have research, professional and/or teaching experience in one or more of the following areas: Indigenous-centered research methodologies, Indigenous philosophy, Aboriginal governance (treaty and non-treaty), negotiation and constitution building, and Aboriginal politics, law from both domestic and international perspectives, Indigenous peoples and international relations, Indigenous languages, cultures and histories, and/or financial management. Applicants must have a completed PhD, or equivalent, in a relevant discipline, or possess a suitable combination of education and experience. Teaching experience at the university level is strongly preferred. The successful candidate must demonstrate a strong commitment to both research and undergraduate and graduate teaching, the ability to develop a strong and supportive academic team, the ability to build and strengthen the connections between the program and First Nations, Métis and Inuit communities in Canada and Indigenous communities internationally, and the academic leadership and administrative skills necessary to sustain and grow this program successfully. The ability to communicate effectively in an Aboriginal/Indigenous language is an asset. The University of Winnipeg is committed to employment equity, and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. Applicants should submit a covering letter, a curriculum vitae, one writing sample (an article or book chapter) and a teaching dossier, and arrange to have three letters of reference sent to Tim Babcock, Chair, Aboriginal Governance Program Search Committee, c/o Human Resources, 515 Portage Avenue, Winnipeg, Manitoba, R2B 2E9. Additional work-related references will be requested, as necessary by the Search Committee. The deadline for applications is November 15, 2009.

■ ACCOUNTING & FINANCIAL MANAGEMENT—McMaster University. The Department of Business at McMaster University invites applications for a tenure-track position in Accounting and Financial Management Services Area, at the Assistant or Associate Professor level, beginning July 1, 2010. This candidate should have a PhD degree in the accounting field and preferably a professional accounting designation. Duties include research, teaching undergraduate students in the Commerce programs and graduate students in the MBA program, and working with PhD students. Salary will be commensurate with academic qualifications, research and teaching accomplishments, and practical experience. Applications should include a curriculum vitae, statements of research and teaching, and the names and contact information of three references. Send applications and all supporting documentation to: Y. L. Chan, Chair, Accounting and Financial Management Services Area, DeGroote School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Canada. Fax: (905) 521-8995; E-mail: ychan@mcmaster.ca. All qualified candidates are encouraged to apply. However, Canadians and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. Applications will be considered until the position is filled.

■ AFRICAN HISTORY—McGill University. The Department of History of McGill University invites applications for a tenure-track position at the rank of assistant professor in the History of Sub-Saharan Africa in the 19th and 20th centuries effective 1 August 2010. The successful candidate should hold a PhD and show evidence of excellence in teaching and scholarly research. The ability to teach undergraduate and graduate courses is required. The candidate is expected to make significant contributions to the teaching and research activities of the Institute for the Study of International Development (ISID) in the Faculty of Arts, McGill University. A letter of application, curriculum vitae, and one page statement of teaching philosophy, as well as three confidential letters of reference should be sent to Professor John Zucchi, Chair, Department of History, McGill University, L6B 6B5, 3605 Avenue St. West, Montreal, Quebec, Canada, H3A 2T7. The deadline for receipt of applications is 6 November 2009. All qualified applicants are encouraged to apply. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities, and others who may contribute to further diversification. McGill University is an English language institution, but knowledge of French would be considered an asset.

■ ARCHITECTURAL DESIGN—University of Waterloo. The University of Waterloo, School of Architecture, invites applications for two tenure track faculty positions in architectural design commencing May 1, or September 1, 2010. The School offers a CACB accredited professional program consisting of a four year Honours Bachelor of Architectural Studies followed by a Master of Architecture. The undergraduate portion of the program also requires twenty months of co-operative work term experience for completion. At Waterloo architecture is pursued as a form of creative cultural inquiry. Curatorial, environmental stewardship and technological innovation are central to a program that addresses local, national and international issues through research and experimentation. The School relocated five years ago from a suburban campus in Waterloo to new facilities in downtown Cambridge, Ontario. The building, a former silk mill on the west bank of the Grand River, provides light, luminous spaces and, in addition to studios, classrooms, labs, workshops and offices, we benefit from the presence of a professional art gallery, the Musgrave Architecture Library and Rare Book Room, a film theatre, media centre, print making studio, cafe and fitness facility. The School has run an international studio in Rome for 30 years. Virtually every fourth year student participates in this award-winning program. We also maintain close connections with architectural and design offices around the world that employ co-op students, and with professional organizations and individuals in related disciplines. The community of 430 students, drawn from across Canada and around the world, 15 support

staff, 19 full and 25 part time faculty works in a spirit of fellowship and collaboration. The building and the School are integrated in the life and fabric of the local community. Waterloo is a comprehensive university, widely recognized as a centre of research in high technology and innovative teaching. The School of Architecture has recently become part of the Faculty of Engineering, one of the leading centres for professional education and technological innovation in the country. Potential applicants are urged to consult our web site (www.architecture.uwaterloo.ca) to obtain a more complete understanding of the academic programme, support facilities and current interests of the School. The successful applicants will teach in Design Studios at the Graduate and Undergraduate levels, teach core or elective courses in one or more of the other three theme areas (Cul-

tural History, Environment or Technology) and supervise graduate student research. This versatility is essential since the school teaches a full design studio starting in first year, through to the Masters programme. A record of innovative design teaching at the university level is essential. We seek candidates with a expertise in sustainable design, urban design, digital technology. All design faculty members must have a record of significant achievement in university teaching and scholarship or creative design activity. Applicants must possess a professional degree in Architecture and an advanced degree or equivalent experience. The Search Committee will continue to consider applications until the position has been filled. Please submit a letter of application, a full curriculum vitae and names and contact information of three references to Professor Eric Haldenby, Director, pre-

ferred by email to eric.haldenby@utoronto.ca. The deadline for applications is November 15, 2009.

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B19 Accommodations

Advertising Closing Dates / Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the printed CAUT Bulletin are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the Bulletin.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le Bulletin de l'ACPPU sont indiquées ci-après. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé qu'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

ISSUE / NUMÉRO	CLOSING DATE / DATE DE TOMBÉE	POST DATE / DATE AFFICHÉE
September 2009 septembre	August 05 août 2009	August 27 août 2009
October 2009 octobre	September 02 septembre 2009	September 24 septembre 2009
November 2009 novembre	October 07 octobre 2009	October 29 octobre 2009
December 2009 décembre	November 04 novembre 2009	November 26 novembre 2009
January 2010 janvier	December 02 décembre 2009	December 31 décembre 2009
February 2010 février	January 06 janvier 2010	January 28 janvier 2010
March 2010 mars	February 03 février 2010	February 25 février 2010
April 2010 avril	March 03 mars 2010	March 25 mars 2010
May 2010 mai	April 07 avril 2010	April 29 avril 2010
June 2010 juin	May 05 mai 2010	May 27 mai 2010

Advertising Rates (Section B)

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¹ Special category rates apply only to non-career advertising such as housing, call for papers, courseware, conferences & events.

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¹ Les tarifs de cette catégorie s'appliquent aux annonces autres que les offres d'emploi (p. ex. logement, didacticiels, conférences, événements).

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Publisher's Statement

The CAUT Bulletin will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the Bulletin are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the Editor of the Bulletin with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The CAUT Bulletin thereby reserves the right to refuse advertisements from any post-secondary institution where the advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The nature of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500 1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le Bulletin de l'ACPPU n'accepte ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le Bulletin soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du Bulletin une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) résume les priorités clés de cette organisation. Le Comité de rédaction du Bulletin de l'ACPPU se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La conception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500 1012 14th St. N.W., Washington, DC 20005-3465; tél: (202) 737-5900, ou de visiter www.aaup.org.

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CAUT ACPPU
BULLETIN

NEEDS CARRIÈRES



The University of Western Ontario Director of the Centre for Environment and Sustainability

Environment and sustainability constitute an interdisciplinary area at The University of Western Ontario, with principal participation from the Faculties of Science, Engineering, and Social Science. An ongoing major initiative is the establishment of a centre for research and teaching in environment and sustainability. The University of Western Ontario now invites applications or nominations for a senior level faculty appointment as the first Director of the Centre for Environment and Sustainability (CES). The selected candidate will be appointed with tenure either as Professor or Associate Professor in an appropriate academic Department. The initial term of the Directorship will be for a period of 5 years. The starting date will be July 1, 2010 or thereafter.

The Faculty of Science (<http://www.uwo.ca/sci/>) is host Faculty for the Centre, and the Faculty of Engineering (<http://www.eng.uwo.ca/>) and the Faculty of Social Science (<http://www.soc.uwo.ca/>) are designated Participating Faculties. It is anticipated the appointment will be made in one of the departments in the Faculties of Science, Engineering, or Social Science. The Director will be expected to lead a vigorous and internationally competitive research program, to supervise graduate and undergraduate student research, and to participate in teaching at the graduate and undergraduate levels. In addition, a significant portion of effort will be directed to leading, developing, and administering the Centre for Environment and Sustainability. A description of the Centre, program details, and other information can be found on the CES web site (<http://www.uwo.ca/enviro/index.htm>). The Director will be expected to coordinate and accelerate the development of comprehensive environment and sustainability programs in research, undergraduate education, and graduate studies at Western, to raise the profile of the Centre within Canada, and to advance the University's growth in internationalization by fostering collaborative international research and international student experiences in the area of environment and sustainability.

Applications are invited from all interested and qualified individuals. The successful candidate must have an excellent research record in a relevant area and demonstrate the high level of vision, leadership and resourcefulness appropriate to the position of Director.

Candidates should submit a statement of interest and intent, curriculum vitae, research plan, teaching dossier, and the names, addresses of at least three referees to: **Professor David M. Wardlaw, Dean, Faculty of Science, The University of Western Ontario, London, Ontario N6A 5B7, Canada**

Consideration of applications will begin on November 15, 2009

This position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

terably by e-mail: erhalden@uwaterloo.ca, or by post at: Professor Eric Haldenby, Director, University of Waterloo, School of Architecture, 7 Melville Street South, Cambridge, Ontario, Canada N1S 2H4. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from qualified women, members of visible minorities, Native Peoples, and persons with disabilities.

ARCHITECTURAL DESIGN & COMPUTING — University of Waterloo. The University of Waterloo School of Architecture invites applications for a tenure track faculty position in the field of Digital Design at Assistant, Associate or Full Professor levels. The position will commence on May 1, or September 1, 2010. Waterloo is a comprehensive university, widely recognized as a centre of research in high technology and innovative teaching. The School of Architecture offers a CAQAS accredited professional programme consisting of a four year Honours Bachelor of Architectural Studies followed by a Master of Architecture. The programme addresses local, national and international issues through research and experimentation. Cultural literacy, environmental stewardship, technological innovation and a professional trajectory are central to the curriculum and culture of the School. The centre has 430 students, drawn from across Canada and around the world, 15 support staff, 19 full and 25 part-time faculty works in a spirit of fellowship and collaboration. The School of Architecture is part of the Faculty of Engineering, one of the leading centres for professional education and technological innovation in the country. In 2004 the School relocated from a suburban campus in Waterloo to new riverfront facilities in downtown Cambridge, Ontario and is fully integrated in the local community. The School has had a second location in Rome for 30 years. Virtually every year student participates in the award-winning Rome programme. The undergraduate curriculum also includes twenty months of cooperative work term experience. Approximately 50% of all student placements are outside Canada. We maintain close connections with architectural and design offices around the world that employ coop students, and with professional organizations and individuals in related disciplines. The successful applicant will have an advanced education in a field linking design and computing, teaching experience in an architecture or design school, a record of creative design and original research including grants and publications, and professional experience. While a doctorate is preferred, Master's level academic qualifications will be considered where accompanied by significant professional and design achievement and publication, high degree of versatility and a

background in interdisciplinary activity are important qualifications. The successful candidate will teach practice and theory at undergraduate and graduate levels in core and elective courses including technology, design, and culture. He or she will have a key role in directing digital design research, and development of technical facilities at the School. The role will include ongoing development of the graduate and undergraduate curriculum, expansion of the school's technology resources and facilities, and developing research and funding initiatives in collaboration with external professional, academic and industrial organizations. The School of Architecture at Waterloo strongly promotes explorations in design technology, visualization, new materials and experimental media. The school has a substantial record of innovation and discourse in the fields of computational modeling, visualization, interactive systems and digital fabrication, and offers a track record of successful funding for digital design infrastructure. This work builds upon collaborations with local and regional partners including the recently established 'Corridor for Advancing Canadian Digital Media' which will be Canada's largest concentration of digital media R&D and commercialization expertise. Partners within the university include Computer Science, Psychology, Drama, the Faculty of Environment and the Faculty of Engineering. The School is currently renewing and expanding its technical facilities, operating an architectural press, organizing a national network focused on design research and expanding the collaboration with industrial partners from very strong local high-technology and new media sectors. The Search Committee will continue to consider applications until the position has been filled. Submit a letter of application outlining the basis for your interest in the position, an abbreviated portfolio including samples of relevant work, a full curriculum vitae, and names and contact information of three potential referees. Selected candidates will be invited to provide additional details for review. Potential applicants are encouraged to visit the school and to consult our web site (www.architecture.uwaterloo.ca) to obtain a more complete understanding of the academic programme, support facilities and current interests of the School. For consideration, please submit your application to: Professor Eric Haldenby, Director, University of Waterloo, School of Architecture, 7 Melville Street South, Cambridge, Ontario, Canada N1S 2H4; email: erhalden@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from qualified women, members of visible minorities, Native Peoples, and persons with disabilities.

ART HISTORY (19TH CENTURY EUROPEAN ART) — University of Toronto. The Department of Art invites applications for an Assistant Professor, tenure stream, in the field of 19th century European Art. Start date for the position is July 1, 2010. We seek candidates with expertise in the art of the 19th century in Europe, to complement the Department's considerable strength in the areas of European, Canadian, African, American, South Asian and East Asian modern and contemporary art and visual culture. The applicant must have a PhD in History of Art or a closely related discipline, and must demonstrate a strong record of excellence in research and teaching. The successful candidate will be expected to play an important role in undergraduate and graduate level academic programs, both within the Department of Art and in cooperation with cognate fields. Salary to be commensurate with qualifications and experience. We offer opportunities to work in many collaborative programs, including Cinema Studies, Diaspora Studies, History of the Book, Jewish Studies, Sexual Diversity Studies, and Women's Studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. We encourage you to submit your application online at <http://www.jobs.utoronto.ca/faculty.htm>. If you are unable to apply online, please submit your application and other materials to: Professor Elizabeth Legge, Chair, Department of Art, 100 St. George Street, Room 2005, University of Toronto, Toronto, ON, M5S 3G3, Canada. Applications should include current curriculum vitae, a statement outlining current and future research interests, examples of publications, and materials relevant to teaching experience. Applicants should ask three referees to write letters directly to Professor Elizabeth Legge. Materials must be received by November 20, 2009. Additional information on the Department of Art can be obtained on our website at <http://www.art.utoronto.ca/>. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ART HISTORY (ITALIAN RENAISSANCE ART) — University of Toronto. The Department of Art invites applications for an Assistant Professor, tenure stream, in the field of Italian Renaissance Art. Start date for the position is July 1, 2010. We seek candidates with expertise in the art of the Italian Renaissance, to complement the Department's considerable strength in the areas of late Medieval Italian, Italian Baroque, and Northern Renaissance. The applicant must have a PhD in History of Art or a closely related discipline, and must demonstrate a strong record of excellence in research and teaching. The successful candidate will be expected to play an important role in undergraduate and graduate level academic programs, both within the Department of Art and in cooperation with cognate fields. Salary to be commensurate with qualifications and experience. We offer opportunities to work in many collaborative programs, including the Centre for Renaissance and Reformation Studies, Diaspora Studies, History of the Book, Jewish Studies, Sexual Diversity Studies, and Women's Studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. We encourage you to submit your application online at <http://www.jobs.utoronto.ca/faculty.htm>. If you are unable to apply online, please submit your application and other materials to: Professor Elizabeth Legge, Chair, Department of Art, 100 St. George Street, Room 2005, University of Toronto, Toronto, ON, M5S 3G3, Canada. Applications should include current curriculum vitae, a statement outlining current and future research interests, examples of publications, and materials relevant to teaching experience. Applicants should ask three referees to write letters directly to Professor Elizabeth Legge. Materials must be received by November 20, 2009. Additional information on the Department of Art can be obtained on our website at <http://www.art.utoronto.ca/>. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ASIA PACIFIC STUDIES (DR. DAVID CHU PROFESSORSHIP) — University of Toronto. The Faculty of Arts and Social Sciences at the University of Toronto invite applications and nominations for the Dr. David Chu Professorship in Asia Pacific Studies. This is an endowed chair and an academic appointment at the level of Associate or Full Professor. The appointment will be effective July 1, 2010. The Dr. David Chu Professorship will be an internationally recognized scholar with a distinguished record of publication in contemporary Asia Pacific studies and a strong influence given to a scholar with a working knowledge of one or more Asian languages. Bridging disciplinary boundaries, the holder will be responsible for continued development and support of teaching and research in Asia Pacific Studies, joining a strong group of scholars committed to the study of this region. A demonstrated commitment to excellent undergraduate teaching and graduate education is required. Salary will be commensurate with qualifications and experience. Further information about Asia Pacific Studies, the Asian Institute and Chu Program can be obtained at <http://www.asiapacific.utoronto.ca/>. This is a tenured appointment within the Faculty of Arts and Social Sciences, to be held within one of the departments of Anthropology, East Asian Studies, Economics, Geography and Program in Planning, History, Political Science, or Sociology. Applicants should send curriculum vitae and the names and addresses of three referees by the deadline of October 30, 2009, addressed to Professor Robert Baker, Vice Dean, Research and Graduate Programs, Faculty of Arts and Social Sciences, University of Toronto, 100 St. George Street, Room 2005, Toronto, Ontario, M5S 1A1, CANADA. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members.



Vice-President, External

The University of Western Ontario is seeking a new Vice-President, External. This individual will be a key member of the President's executive team, and will provide overall leadership and strategic direction to advancement, development, alumni relations, and communications and public affairs.

With a new President and a bold vision for the future, this is an exceptionally advantageous and exciting moment for a new Vice-President, External at Western. The University will be launching a major capital campaign in the fall of 2009. This \$500-million campaign will be the largest in the University's history, and the Vice-President, External will be a key partner in realizing the goals of the campaign, and setting the course for Western's future.

The new Vice-President will be a dynamic, imaginative individual with exceptional skills in relationship development and advancement. An expert in institutional fundraising, with a solid understanding of the role of communications and public affairs in advancing institutional goals, the successful candidate should have knowledge of effective strategies for revenue generation, a strong strategic understanding of how new media can be used to advance goals in fundraising and communications, and a track record of success as a leader in a large and complex institution. Critically important will be the ability to mentor and lead a highly effective team of professionals. Some experience in, or familiarity with, the university environment would be an asset.

Western's strategic plan, *Engaging the Future*, focuses on providing the best student experience in a research-

intensive university through student engagement and self-discovery; expanding and enriching the experience of graduate students in an environment supportive of academic, professional and personal growth; and building the research university through strategic investment in areas of established and emerging research strength.

One of Canada's leading universities in both teaching and research, Western is a diverse and collaborative community of nationally and internationally celebrated scholars. Its twelve Faculties and Schools and three affiliated University Colleges offer more than 200 undergraduate, 56 master's and 37 doctoral programs. Total enrolment is more than 33,000 full-time equivalent undergraduate, graduate and professional students. There are over 231,000 alumni worldwide. Located in London, Ontario, Western is committed to promoting the economic, social and cultural development of its local community, and to maintaining strong relations with its partners in research. For additional information, please visit: www.uwo.ca.

Consideration of candidates will begin in late September 2009, with the new Vice-President, External to assume office at a mutually agreeable time. Please respond in confidence to the address shown below.

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
westernvpex@jwasearch.com

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Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com



CAREERS CARRIÈRES

bers, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

ASTROPHYSICS – University of Alberta. The Department of Physics, University of Alberta (www.phys.ualberta.ca) invites applications for a tenure-track faculty position in observational astrophysics. We primarily seek candidates at the Assistant Professor level, but exceptional candidates at a more senior level will be considered. The successful candidate will contribute to the growth of observational astrophysics as an area of strength in the Department of Physics. Applicants must have a PhD and demonstrate outstanding research potential and a commitment to teaching. The successful candidate will be expected to build a strong research program, supervise graduate students and teach physics at the undergraduate and graduate levels. The Department of Physics has approximately 45 faculty and 120 graduate students, with research interests in astrophysics, particle physics, condensed matter physics and geophysics. The astrophysics faculty consists of 12 members with research programs in relativistic astrophysics, x-ray astronomy, theoretical stellar astrophysics, gravity, cosmology, plasma physics, and space physics. Departmental facilities include extensive technical staff (computing, electronics, machine shop) and high performance computational infrastructure (see www.westnet.ualberta.ca). The Government of Alberta and Canada provide exceptional opportunities for additional funding to establish research programs at the University of Alberta. See www.gov.ab.ca/sra, www.innovation.ca for further information. Successful candidates should submit a curriculum vitae, a research plan, and a description of teaching experience and interests. The applicant must also arrange to have at least three confidential letters of reference sent on or before December 1, 2009. Consideration of applications will begin by that date and continue until the position is filled. The start date for this position is July 1, 2010. Applications and references should be sent by regular mail or electronically to the address below. Astrophysics Search and Selection Committee, Dr. Frank Marsiglio, ACT Chair, Department of Physics, CEA 238, University of Alberta, Edmonton, AB T6G 2G7. Email: dept@phys.ualberta.ca. All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ASTROPHYSICS (NATIONAL POSTDOCTORAL FELLOWSHIPS) – University of Toronto. CITA is a national centre for theoretical astrophysics located at the University of Toronto. As part of its mandate to promote research throughout Canada, the Institute provides partial support for postdoctoral fellows working in theoretical astrophysics or closely related fields at Canadian universities other than the University of Toronto, through its National Fellows program. The responsibility for identifying and nominating potential CITA National Fellows who will work at a given university with the faculty at that university, only faculty at Canadian universities may submit nominations. The deadline for these nominations is November 15, 2009 for fellowships to start in September 2010. If you are interested in applying for CITA National Fellowship, please visit <http://www.cita.utoronto.ca> and click on "Working at CITA" for more information.

B

BEHAVIOURAL NEUROSCIENCE – University of Toronto. The Department of Psychology at the University of Toronto invites applications for a tenure-track faculty position to begin July 2010. The candidate should have demonstrated excellence in research related to fundamental neurological mechanisms in non-human animals relevant to behavior. Areas of interest could range from molecular and genetic to more systems approaches to studying behavior with an emphasis on integration at different levels of biologic organization. The candidate must have demonstrated outstanding research and teaching and have earned a PhD degree or equivalent by July 1, 2010 or soon thereafter. Salary will be commensurate with qualifications and experience. The appointment follows the opening of the \$25 million Centre for Biological Timing and Cognition, which provides many opportunities for collaborative research. In addition, the university-wide Centre for Neuroscience presents a large community of collaborators from five faculties and several nearby hospitals. We encourage interested applicants to submit their application online at <http://www.psych.utoronto.ca/faculty.htm>. Click on "Current Academic Positions" then "Faculty" and search for job #0900662. Please ensure that you include a letter of application, a curriculum vitae, a statement of research interests and career goals, and copies of recent publications. If you are unable to apply online, please submit your application and materials to: Behavioral Neuroscience Search Committee, Department of Psychology, Faculty of Arts and Science, University of Toronto, Suite 4020, 100 St. George Street, Toronto, ON, Canada, M5S 3G3. Email: acnsearch@utoronto.ca. Three letters of recommendation should be sent directly to the same address. The committee will begin to consider applications after October 26, 2009 and continue until the position is filled. Inquiries should be directed to Jay Pratt, Chair of the Department of Psychology, Faculty of Arts and Science (chair@psych.utoronto.ca). For more information about the Department of Psychology, please visit our home page at <http://www.psych.utoronto.ca/stc3.aspx>. The University of Toronto is strongly committed to diversity within its community. The University of Toronto especially welcomes applications from visible minority groups, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. The University of Toronto is located in a metropolitan centre of great ethnic and cultural diversity. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority.

BIOLOGICAL PHYSICS – University of Toronto. The Department of Physics at the University of Toronto is pleased to announce the search for a tenure-stream appointment in the theoretical, experimental or computational Biological Physics at the rank of Assistant Professor, with a starting date of July 1, 2010 or shortly thereafter. We seek candidates with a PhD in Physics or a related field, and with proven or potential excellence in both research and teaching. We are particularly interested in theoretical work in the general area of complex systems, including networks, systems biology and applications of statistical mechanics and nonlinear dynamics to biological systems, although outstanding candidates in any field of biological physics are encouraged to apply. The new appointment will have the opportunity to interact with existing groups in biological physics and related areas of nonlinear physics, quantum optics and condensed matter physics. In addition, the University of Toronto is home to one of the largest and most active biomedical research communities in North America. We invite prospective candidates to visit our home page at <http://www.physics.utoronto.ca>. The salary will be commensurate with qualifications and experience. Applications, including a curriculum vitae and a summary of proposed research should be received by November 1, 2009. The successful candidate should be able to teach at the University of Toronto. Three letters of reference should also be sent directly to the above address under separate cover. Applications will be reviewed beginning November 1, 2009 until the position is filled. Those received by November 1, 2009 will be given first consideration. The University of Toronto offers the opportunity to teach, conduct research, and live, in one of the most diverse and exciting environments in the world. The University is strongly committed to diversity within its community, and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

BIOLOGY (NEUROSCIENCE) – University of Waterloo. The Department of Biology at the University of Waterloo, in conjunction with the Centre for Functional Neuroimaging (CFN), is seeking two Faculty at the Assistant or Associate Professor level in the area of Neuroscience. Applicants involved in the measurement and/or modeling of neural circuits and systems (systems neuroscience) are especially encouraged to apply. Applicants, both experimental or theoretical in approach, should demonstrate the linkage of their program to the Department of Biology and the CFN. One successful applicant will be invited to apply for a Tier I Canada Research Chair. Duties of the successful applicants will include research, teaching at the undergraduate and graduate levels in the Department of Biology, and graduate student supervision. Applicants must have a PhD, relevant research experience, and a strong indication of independent productivity, and be prepared to establish a research program. Successful applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and a brief outline of their future research and teaching direction to: Dr. David R. Rose, Professor and Chair, Department of Biology, University of Waterloo, Waterloo, Ontario, N2L 2G2, Canada. This information may also be sent to the Biology Chair's Secretary: Mrs. Gini Kennings at: gikennings@uwaterloo.ca. Review of applications will commence November 1, 2009, but applications will be accepted until the positions are filled. Anticipated starting date is on or after July 1, 2010. Canadian citizens or Permanent Residents will be considered first for this position. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This applies to all levels of employment. The University of Waterloo is an equal opportunity employer. Additional information on the Department of Biology and the CFN is available at: <http://www.biology.uwaterloo.ca>, <http://cfn.uwaterloo.ca>.

BUSINESS – University of Windsor. The University of Windsor, Ontario School of Business invites applications for a tenure-track faculty position in the area of Accounting at the rank of Assistant or Associate Professor commencing as early as July 1, 2010 or later. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Contact: Dr. Alan Cornway, Dean, Ontario School of Business, University of Windsor, 401 Sunset Ave., Windsor, Ontario N9B 3P4, Tel: (519) 253-3000, Ext. 3091; Fax: (519) 973-7073. Email: acornway@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Driskill, Director, Faculty Recruitment at 877-685-8608 (Toll Free) within North America, call collect outside of North America at 001-519-561-1432 or Email: recruitment@uwindsor.ca.

BUSINESS – University of Western Ontario. The Richard Ivey School of Business is pleased to announce a search for a tenure-track appointment worldwide for the quality of its management education and research. The Richard Ivey School of Business at the University of Western Ontario seeks candidates for a position as a tenure-track Assistant Professor, tenured Associate Professor or Professor in the area of Corporate Sustainability or Responsibility. The ideal candidate will contribute to the school's research focus on the corporate actions that manage both public and private interests simultaneously, which is central to the school's Cross-Enterprise Centre for Building Sustainable Value (<http://www.ivey.uwo.ca/centres/building>). The school will consider candidates from any business discipline, who have the ability to publish in high-quality academic and practitioner outlets. Candidates should have the ability to successfully teach in core undergraduate and/or MBA courses using a case/discussion format. The candidate will be expected to teach corporate sustainability or responsibility as well as core courses within his/her disciplinary area. We will also consider outstanding candidates for Limited Term and Visiting appointments. This position is subject to budgetary and Appointment Committee approval. Candidates must have a PhD or be close to completion. Applicants should have fluent written and oral communication skills in English. All

qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and the University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities. The submission deadline is November 30, 2009 although applications will be accepted until the position has been filled. For information on how to apply, please visit our website at: www.ivey.uwo.ca/faculty/Career_Opportunities or email: hr@ivey.uwo.ca.

BUSINESS, ECONOMICS & PUBLIC POLICY – University of Western Ontario. The Richard Ivey School of Business is Canada's premier business school and is recognized worldwide for the quality of its management education and research. The School seeks candidates for a position as a tenure-track Assistant Professor, Associate Professor or Professor in the area of Business, Economics and Public Policy. The ideal candidate will contribute to the group's research focus on the interaction between firms and their external institutional environment, as well as to one of the school's four cross-enterprise centres (<http://www.ivey.uwo.ca/centres>). The school will consider candidates from any business discipline, who have the ability to publish in the highest quality academic and practitioner outlets. Candidates should also have the ability to successfully teach in core undergraduate and/or MBA courses using a case/discussion format. The teaching focus of the group includes managerial economics, international business and nonmarket strategy. Link to practice through consulting and/or past work experience are an advantage. We will also consider candidates for Limited Term and Visiting appointments. Candidates must have a PhD or be close to completion. This position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and the University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, Aboriginal people and persons with disabilities. The submission deadline is December 1, 2009 although applications will be accepted until the position has been filled. For information on how to apply, please visit our website at: www.ivey.uwo.ca/faculty/Career_Opportunities or email: hr@ivey.uwo.ca.



Assistant/Associate Professor School of Public Administration

The School of Public Administration at Dalhousie University invites applications for one full-time probationary tenure track position in Public Administration at the rank of Assistant or Associate Professor, effective July 1, 2010. All areas of specialization will be considered. The School of Public Administration is part of the Faculty of Management, which has a unique commitment to values-based management and inter-disciplinary research and learning. Thus, the successful candidate will have opportunities to work with like-minded colleagues in the sister schools of Business Administration, Information Management, and Resource and Environmental Studies within the Faculty.

Candidates should have a PhD (or near completion) in public administration or management, or in cognate disciplines such as political science, sociology, economics or accounting. The successful candidates must have a strong commitment to research and a demonstrated capacity for teaching students at the master's level in both the MPA program and the MPA (Management) program. The latter program is a blended graduate degree program combining electronic learning with end-of-term intensive classroom instruction and is targeted towards full-time mid-career and senior public servants. Salary is competitive and will be commensurate with academic qualifications, teaching and practical experience.

Detailed information on the School and its programs can be found on the School's website: <http://spa.management.dal.ca/>.

Applications should include a curriculum vitae, a sample of a recent publication or research paper and teaching evaluations, if any are available. Interested applicants should also arrange to have three letters of reference sent directly to the Director of the School. Review of applications will begin on November 15, 2009, and will continue until the position is filled.

Send applications and supporting documentation to:

Dr. Fazley Siddiq, Director
School of Public Administration
Kenneth C. Rowe Management Building
6100 University Avenue
Dalhousie University
Halifax, Nova Scotia B3H 3J5
E-Mail: siddiq@dal.ca
Fax: (902) 494-7023

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Dalhousie University is an Employer/Employee Affirmative Action program. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

St. Thomas More College · University of Saskatchewan TENURE-TRACK POSITIONS

St. Thomas More College (STM) is the Catholic liberal arts college federated with the University of Saskatchewan. In our mission statement, we affirm that "through our teaching we are devoted to a partnership of learning and growth with our students which addresses the synthesis of faith and reason in all aspects of the human condition. The creative discovery of truth and its open dissemination nourishes our life as teachers and members of the wider academic and Catholic intellectual community." STM departments collaborate with University of Saskatchewan departments in offering undergraduate and graduate programs.

St. Thomas More College is currently engaged in a major faculty renewal program. We are accepting applications for the following tenure-track positions to commence July 1, 2010.

Political Studies

The Department of Political Studies at St. Thomas More College invites applications for a tenure-stream position in Canadian Politics at the rank of Assistant Professor, commencing July 1, 2010. The STM Department of Political Studies works in collaboration with the University of Saskatchewan's Political Studies undergraduate and graduate programs.

The successful candidate will have a completed PhD in the area of Canadian Politics with the ability to teach courses on Canadian institutions including Parliament, the Courts and Charter. The ideal candidate will have a broad background in the history of Canadian political institutional development and be specifically interested in the role of the Charter and the courts in the Canadian political process.

STM is committed to high-quality teaching. The successful candidate will be expected to supply a Teaching Dossier (e.g., teaching philosophy, peer and student evaluations of teaching, courses taught, sample syllabi) as an indication of proven excellence. Experience with community service learning will be considered an asset. Candidates will also be expected to develop an active, externally funded program of research, and to participate in collaborative research in an interdisciplinary environment.

Applicants must send a letter describing qualifications, curriculum vitae, three letters of reference, transcripts, and a sample of academic writing to Dr. Bohdan Kordan, Head, Department of Political Studies, St. Thomas More College, 1437 College Drive, Saskatoon, SK, S7N 0W6. Email: bkordan@stmcollege.ca. The Search Committee will begin its review of applications on November 2, 2009. Salary will be commensurate with qualifications and experience.

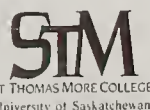
Psychology
The Department of Psychology at St. Thomas More College invites applications for a tenure-stream position in Developmental Psychology at the rank of Assistant Professor, commencing July 1, 2010. The STM Department of Psychology works in collaboration with the University of Saskatchewan's Psychology Department to offer undergraduate and graduate programs (APA/CPA approved Clinical Psychology program, Applied Social Psychology program, Culture and Human Development program and the Basic Behavioral Sciences program). The successful candidate will have completed a PhD in Developmental Psychology by the date of appointment. Training in clinical psychology will be considered an asset.

STM is committed to high-quality teaching. The successful candidate will be expected to supply a Teaching Dossier (e.g., teaching philosophy, peer and student evaluations of teaching, courses taught, sample syllabi) as an indication of proven excellence. The successful candidate will be expected to teach introductory psychology alongside other content and laboratory courses in developmental psychology. Experience with community service learning will be considered an asset. Candidates will also be expected to develop an active, externally funded program of research, and to participate in collaborative research in an interdisciplinary environment (e.g., STM's Social Justice and the Common Good program).

Applicants must send a letter describing qualifications, curriculum vitae, three letters of reference, transcripts, and reprints of publications or a sample of academic writing to Dr. Tammy Marche, Head, Department of Psychology, St. Thomas More College, 1437 College Drive, Saskatoon, SK, S7N 0W6. Email: tmarche@stmcollege.ca. The Search Committee will begin its review of applications on December 1, 2009, and will continue to review applications until the position is filled. Salary will be commensurate with qualifications and experience.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. St. Thomas More College is committed to diversity within its faculty. Women, Aboriginal people, people with disabilities, visible minorities and members of other designated groups are encouraged to self-identify on their application. Additional information about STM College and the University of Saskatchewan is available on the STM website (<http://www.stmcollege.ca>).

St. Thomas More College
1437 College Drive • Saskatoon • SK • S7N 0W6



CAREERS CARRIÈRES



Concordia University's reputation as one of Canada's most dynamic and innovative universities has its roots in over 180 years of pursuing academic excellence and student success.

This tradition of individual empowerment, discovery and leadership building was developed by the University's founding institutions—Loyola College and Sir George Williams University—and continues to advance new expressions with local, national and global relevance.

The vibrancy of the Concordia community mirrors and grows out of its urban and multicultural environment in the heart of Montreal. This openness to the world and to new ideas inspires the University to develop an international approach to learning, research, and social responsibility.



Faculty of Arts and Science

Home to 27 departments, colleges, schools and institutes, the Faculty of Arts and Science is leading Concordia University to the forefront of research and graduate education in Quebec and Canada. Recognized for innovative research in the sciences, the humanities, and the social sciences, the Faculty invites applications for the following tenure-track positions. **Please send your application to the appropriate departmental contact c/o Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, QC, H3G 1M8.** Applications must consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests, a statement of research achievements, and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference sent directly to the departmental contact. All applications should reach departments no later than November 2, 2009.

CLASSICS, MODERN LANGUAGES AND LINGUISTICS

The Department of Classics, Modern Languages and Linguistics invites applications for one tenure-track position in **Spanish Applied Linguistics** at the rank of Assistant or Associate Professor. The ideal candidate will hold a PhD in applied linguistics with research interests in two or more of the following areas, and as related to Spanish: second language pedagogy, second language acquisition, bilingualism and bilingual education, languages in contact. S/he should have an excellent record of research and teaching, including research supervision at the graduate level. Normal annual teaching load is four courses at both the undergraduate and graduate levels, all taught in Spanish.

Dr. Brad Nelson, Chair, Department of Classics, Modern Languages and Linguistics
bnelson@alcar.concordia.ca
<http://cmll.concordia.ca>

ECONOMICS

The Department of Economics invites applications for one tenure-track position in **Econometrics**. Applicants should be committed to research and have a completed or nearly completed PhD, as well as the ability to teach at the undergraduate and graduate levels. Appointment at a more senior level will also be considered. Candidates should register and submit materials electronically at <https://www.econjobmarket.org>.

Dr. William Sims, Chair, Department of Economics
ECONJDBS@alcar.concordia.ca
<http://economics.concordia.ca>

EDUCATION

The Department of Education invites applications for one tenure-track position in the **Early Childhood and Elementary Education (ECEE)** undergraduate programs as well as the **Child Studies** graduate program. Candidates should have a completed or nearly completed PhD (or equivalent) in ECEE, Child Studies/Child Development, Educational Psychology or related area. Applicants with research interests and expertise in early childhood education and/or elementary education will be considered. A teaching certificate and previous teaching experience as well as a working knowledge of French are assets.

Dr. Richard Schmid, Chair, Department of Education
schmid@education.concordia.ca
<http://doe.concordia.ca>

ENGLISH

The Department of English invites applications for one tenure-track appointment in **Twentieth-Century Canadian Literature**. Candidates for the position should be researchers in any area or genre of modern and contemporary Canadian literature, and should have teaching competence across the field. A completed PhD, or one very near completion, is necessary. Teaching experience and publications are an asset. A secondary specialization is desirable.

Dr. Jason Camlot, Chair, Department of English
chaireng@alcar.concordia.ca
<http://english.concordia.ca>

FIRST PEOPLES STUDIES - SCHOOL OF COMMUNITY AND PUBLIC AFFAIRS

The School of Community and Public Affairs, a bilingual interdisciplinary school, invites applications for up to two tenure-track positions for a new undergraduate Major Program in **First Peoples Studies** to be implemented in stages beginning in the Fall of 2010. We are looking for both a program coordinator to play a leadership role and a junior faculty member. The successful applicant will be expected to teach, to develop his or her research, and to contribute to the development of this new program. French language competency or a willingness to learn French is an asset.

Eric Shragge, Principal, School of Community and Public Affairs
enish@alcar.concordia.ca
<http://scpa-eopcc.concordia.ca>

GEOGRAPHY, PLANNING AND ENVIRONMENT

The Department of Geography, Planning and Environment invites applications for one tenure-track position in the field of **Community Planning and Development**, with core interests in the social and cultural geography of cities and issues of social and environmental equity. The Department would welcome research in areas such as neighborhood development, inner-city revitalization, affordable housing, public space or food security. A PhD and a degree in planning or a closely related field is required. The successful candidate will be expected to teach a studio course.

Dr. Norma Rantisi, Search Committee Chair
Department of Geography, Planning and Environment
norma.rantisi@gmail.com
<http://gpe.concordia.ca>

HISTORY

The Department of History invites applications for one tenure-track position in **Chinese History**, any period. We welcome applications from all candidates; we are particularly interested in candidates who can advance our established research strengths in one or more of the following areas: cultural history; transnational and international history; genocide, mass violence, and human rights; gender and sexuality; and public history. The successful candidate should have a PhD and active research agenda, proven abilities to teach successfully at the undergraduate level, a desire to supervise graduate students, and a willingness to participate actively in the life of the History Department.

Dr. Shannon McSheffrey, Chair, Department of History
histjobs@alcar.concordia.ca
<http://history.concordia.ca>

JOURNALISM

The Department of Journalism invites applications for one tenure-track position in **Journalism Studies**. The department offers programs at the undergraduate and graduate Diploma levels and a research-oriented MA in Journalism Studies. Candidates for this position must be able to contribute in three areas: teaching, research and administrative service. Specifically, candidates must be able to teach academic and production courses at the undergraduate and graduate levels. Ideal candidates will have a PhD in a related field, five years of journalism experience, university teaching experience and a research portfolio in one of these areas: journalism history, Quebec media, media law, political economy, new journalism forms.

Dr. Mike Goshier, Chair, Department of Journalism
goshmj@alcar.concordia.ca (inquiries only)
<http://journalism.concordia.ca>

MATHEMATICS AND STATISTICS

The Department of Mathematics and Statistics invites applications for one tenure-track position in **Mathematics**. Of particular interest are candidates having an outstanding research record in one or more of the areas of Geometric Analysis, Algebraic Geometry, Differential Geometry and related fields of application. The research expertise of the candidate should interface well with existing research strengths in Mathematics within the Department which include the areas of Analysis, Group Theory, Mathematical Physics and Number Theory. Applicants should have a PhD degree, a strong research record, and demonstrated interest/experience in teaching both at the undergraduate and graduate levels.

Dr. Y.P. Choubey, Chair, Department of Mathematics and Statistics
chair@mathstat.concordia.ca
www.mathstat.concordia.ca

PHILOSOPHY

The Department of Philosophy invites applications for one tenure-track position with specialisation in **Philosophy of Science**. The Department is currently extending its graduate programs and research profile, which includes strengths in the history of philosophy of science and evolutionary epistemology. We are interested in candidates whose research links these two areas. A research concentration in the philosophy of biology may be an advantage.

Dr. Matthias Fritsch, Chair, Department of Philosophy
mfritsch@alcar.concordia.ca
<http://philosophy.concordia.ca>

POLITICAL SCIENCE

The Department of Political Science invites applications for one tenure-track position in **Comparative Politics**, with a preference for candidates with specializations in developing areas. The Department is especially interested in candidates who specialize in the following research themes: social movements; corruption, clientelism and patronage; political parties; and identity. The successful candidate will have a PhD and teach at the undergraduate and graduate levels.

Dr. Peter Stoett, Chair, Department of Political Science
pstoett@alcar.concordia.ca (inquiries only)
<http://politicalscience.concordia.ca>

CAREERS CARRIÈRES

PSYCHOLOGY

The Department of Psychology invites applications for one tenure-track position in Human Lifespan Development. Researchers with a focus on social-emotional development, cognitive development, family processes, or developmental psychopathology, are particularly encouraged to apply. The candidate would be affiliated with the Centre for Research in Human Development (<http://crdh.concordia.ca>), a multi-disciplinary multi-institutional research and training network focused on developmental transitions across the lifespan, funded by FQRSC.

Dr. Jean-Rach Laurence, Chair, Department of Psychology
psychair@alcor.concordia.ca
<http://psychology.concordia.ca>

RELIGION

The Department of Religion invites applications for one tenure-track position in Sociology/Anthropology of Religion and Ethics. Candidates should have expertise in theories and methods of the sociology and/or anthropology of religion. Ethics is focused primarily on social ethics. A solid background in Christianity, with an emphasis on modern and North American traditions, is required; interest in religion and gender is also an asset. Applicants should hold a doctorate in religious studies, possess teaching experience and a publication record, and be ready to supervise graduate students in the Department of Religion's large graduate program.

Dr. Lynda Clarke, Chair, Department of Religion
lclarke@alcor.concordia.ca
<http://religion.concordia.ca>

SOCIOLOGY AND ANTHROPOLOGY

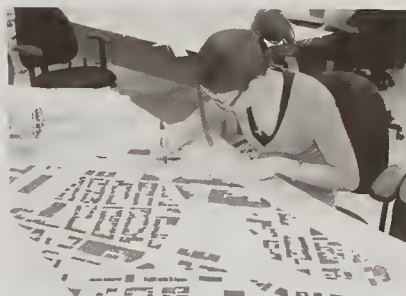
The Department of Sociology and Anthropology invites applications for one tenure-track position in Law and Society. Candidates should have an active research program and be prepared to teach at the undergraduate and graduate levels. PhD must be completed at time of appointment. Knowledge of French is an asset.

Dr. Frances M. Shaver, Chair, Department of Sociology and Anthropology
sachair@alcor.concordia.ca
<http://artsandscience1.concordia.ca/socanth/>

THEOLOGICAL STUDIES

The Department of Theological Studies invites applications for one tenure-track position in either Christian Spirituality or Historical Theology. Applications require a completed PhD in Theology and teaching experience is judged advantageous. For the position in Historical Theology, the successful candidate will possess expertise in the 400-1550 C.E. period, from Augustine to Calvin. S/he would be expected to teach courses at the undergraduate and graduate levels dealing with patristic Christianity, early medieval and Reformation Christian thought. Secondary expertise in biblical studies, Christian spirituality, systematic theology or ethics would be an asset. For the position in Christian Spirituality, the successful candidate will possess expertise in an area of classical or contemporary Christian spirituality, with secondary expertise in either Christian ethics, systematic theology, biblical studies or historical theology. S/he would be expected to teach courses covering, for instance: Christian prayer and mysticism, liturgical worship, Christian faith and pluralism, ecclesiology and a theology of art at the undergraduate and graduate levels.

Dr. Paul Allen, Interim Chair, Department of Theological Studies
paulalie@alcor.concordia.ca
<http://theology.concordia.ca>



Faculty of Engineering and Computer Science

Concordia University's Faculty of Engineering and Computer Science is one of Canada's major engineering schools, offering a vast choice of exciting programs, courses and cutting edge research opportunities in a dynamic setting equipped with state-of-the-art facilities. Candidates seeking a stimulating learning environment are invited to apply for the following full-time, tenure-track faculty positions at the Assistant, Associate or Full Professor level. Applicants will be expected to excel in teaching courses at the undergraduate and graduate levels as well as supervise MSc and PhD students. They must be able to conduct independent scholarly research and attract strong external funding.



Electronic applications are preferred and should be sent to the appropriate department contact by email; hard copies may be sent c/o Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8. Applications should consist of a letter of intent, a current CV, a list of publications, a statement of teaching philosophy and interests, evidence of teaching effectiveness, a statement of interests and achievements, copies of recent publications, and the names of three referees. Only short-listed candidates will be notified. Relevant industrial experience is an asset, as is knowledge of the French language. Membership or eligibility for membership in a Canadian professional engineering association, preferably in the province of Quebec, is required. Review of the applications will begin immediately and will continue until the positions are filled. All inquiries about specific positions should be directed to the appropriate department contact. All applications should reach departments no later than November 1, 2009.

For all additional information, please visit our website at encs.concordia.ca.

BUILDING, CIVIL AND ENVIRONMENTAL ENGINEERING

Applications are invited for two tenure-track faculty positions in Transportation Engineering and Building Engineering. Transportation Engineering applicants must possess a PhD in Civil Engineering and have a proven track record in pavement design and surveying. Industrial and practical design experience is desirable. Building Engineering applicants must have a PhD in Building or Architectural engineering, or related engineering disciplines with expertise in one or more areas: building envelope, HAM (heat-air-moisture) building performance, lighting/daylighting, building acoustics.

Dr. S. Alkass, Chair, BCEE
alkass@bcee.concordia.ca
www.bcee.concordia.ca

CONCORDIA INSTITUTE FOR INFORMATION SYSTEMS ENGINEERING

Applications are invited for one tenure-track position in the area of Networking and Telecommunications. Applicants must possess a PhD degree in the area of Electrical and Computer Engineering, or a related discipline.

Candidates must possess a strong expertise in Networking and Telecommunications, and Telecommunications Service Engineering. Candidates must have demonstrated the potential to achieve international recognition through original and creative high-caliber research. Successful candidates are expected to be excellent emerging researchers with strong leadership capabilities. Additional duties include teaching and developing undergraduate/graduate courses within the Faculty of Engineering and Computer Science.

Dr. M. Debbabi, Director, CIISE
director@ciise.concordia.ca
www.ciise.concordia.ca

ELECTRICAL AND COMPUTER ENGINEERING

Applications are invited for one tenure-track faculty position in the area of Aerospace Information Technology. Applicants must hold a PhD in Computer Engineering or Electrical Engineering, and should have expertise in one or more of: on board data processing systems, micro-processors, embedded control, autonomy, control technology, signal- and information-processing, navigation systems, redundancy concepts, real-time systems.

Dr. W.E. Lynch, Chair, ECE
wlynch@ece.concordia.ca
www.ece.concordia.ca

MECHANICAL AND INDUSTRIAL ENGINEERING

Applications are invited for one tenure-track faculty position in the area of Industrial Engineering. Candidates should have a Bachelor's degree in Industrial Engineering, or similar engineering disciplines with a PhD in Industrial Engineering or in a closely related area. Relevant industrial experience is definitely an asset. Applicants whose demonstrated research and teaching interests in lean manufacturing or supply chain management are especially encouraged to apply, although all areas of Industrial Engineering will be considered.

Dr. M.D. Pugh, Chair, MIE
chair@mie.concordia.ca
www.mie.concordia.ca

Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2010. Appointments at a more senior level may also be considered for some of the positions advertised. Unless otherwise stipulated in the descriptions on our website, candidates for all positions should have a PhD. Review of applications will begin immediately and will continue until the positions are filled. All inquiries about specific positions should be directed to the appropriate departmental contact.

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

CAREERS CARRIÈRES

Faculty of Fine Arts

The Faculty of Fine Arts is unique in Canada. We offer an unparalleled range of fine arts programs across nine departments and three research institutes, a vibrant cross-disciplinary environment, and exceptional state-of-the-art facilities.

We invite applications for the following tenure-track positions, which should reach departments no later than November 2, 2009.

Please consult our website for further information and application instructions for each position:

www.concordia.ca/about/jobopportunities/faculty/fo

ART EDUCATION

The Department of Art Education invites applications for two tenure-track positions with the following requirements: **New Media and Digital Culture:** Demonstrated teaching and research expertise in theory and practice of curriculum and/or teaching/learning practices in new media (including photography, video, digital media including Web 2.0, gaming and social networking). **Theoretical Foundations for Visual Arts Curriculum and Instruction:** Demonstrated teaching and research expertise in theoretical foundations of visual arts education and curriculum and instruction as practiced at general education levels (especially in multi-ethnic elementary and secondary schools) and at post-secondary levels, with an emphasis on global/cross cultural understanding of aesthetics and visual/cultural literacy. For both positions, we are seeking candidates with a completed doctoral degree in art education and teaching experience in schools or community settings and at the post-secondary level. Knowledge of the Quebec Curriculum and a working knowledge of French are assets. Details: www.concordia.ca/about/jobopportunities/faculty/fa

ART HISTORY

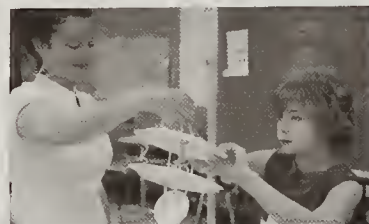
The Department of Art History invites applications for two tenure-track positions with the following requirements: **Canadian Art Historian:** Expertise in two areas of art historical investigation, one of which should be Canadian Art History prior to the 1960s, and the ability to read and communicate in both English and French. **First Nations/Aboriginal Art History:** Expertise in two areas of art historical investigation, one of which should be First Nations / Aboriginal Art History. Fluency in spoken and written French would be considered a strong asset. In addition, candidates for both positions must hold a completed PhD, have teaching experience at the post-secondary level, and have a demonstrated ability to conduct and disseminate innovative research. Details: www.concordia.ca/about/jobopportunities/faculty/fa

ART THERAPY AND MUSIC THERAPY

The Department of Creative Arts Therapies invites applications for two tenure-track positions with the following requirements: **Art Therapy:** A PhD or an MA in Art Therapy and professional registration as an Art Therapist (ATR). **Music Therapy:** A PhD or an MA in Music Therapy or related disciplines and professional certification as an accredited music therapist (MTA).

In addition, the ideal candidate for each position will have post-secondary teaching experience, extensive clinical experience, an established research profile, and demonstrated administrative experience and committee service. Although classes are taught in English, fluency in spoken and written French would be considered a strong asset. Details:

www.concordia.ca/about/jobopportunities/faculty/fa



John Molson School of Business

DEPARTMENT OF ACCOUNTANCY

Deadline: February 1, 2010

Type of Position: One tenure-track position in Accountancy. Appointments at a more senior level may also be considered.

Qualifications: A doctoral degree (completed or near completion) with concentration in Accounting, and a relevant research and teaching record.

Duties: A commitment to research and scholarly publications, and teaching in any of the following areas: financial accounting, managerial accounting, auditing or taxation.

The Department: The Department of Accountancy, located in beautiful Montreal, Quebec, Canada, is one of five departments at the John Molson School of Business (AACSB accredited). The department has nearly 30 full-time faculty members, is one of the largest in the country, and has an established record of excellence in professional accounting education and academic research.

The John Molson School of Business offers courses at the Baccalaureate, Diploma in Chartered Accountancy, Certificate in Management Accounting, MBA (including an Executive option) and Ph.D. levels.

Contact: Please send your application package as soon as possible (i.e., cover letter, resume, statement of research interests and teaching philosophy, teaching evaluations, official Ph.D. transcript, working papers, and three sealed reference letters).

Dr. Dominic Peltier-Rivest
drivest@jmsb.concordia.ca

Chairman, Department of Accountancy

John Molson School of Business
Concordia University
1455 De Maisonneuve Blvd. West, MB 14-215
Montreal, Quebec, Canada H3G 1M8

DEPARTMENT OF DECISION SCIENCES AND MIS

Deadline: February 1, 2010

Applications are invited for one tenure-track appointment in the area of Supply Chain Operations Management (SCOM). Appointments at a more senior level may also be considered.

The successful candidate is expected to conduct research in SCOM preferably in the areas of Operations Marketing Interface, Sustainable Supply Chains, Service Operations Management and Operations Finance Interface. Teaching involves undergraduate (SCOM major) and graduate level courses in logistics, planning and control, simulation and technology management. Candidates must also provide evidence of teaching effectiveness.

Three reference letters should be forwarded by the referees to the e-mail address below. Only the short listed candidates will be contacted.

Please send, in electronic format, a cover letter, curriculum vitae, teaching evaluations, copies of recent publications and any other supporting documentation to:

Dr. Fasil Nebebe, Professor and Chair, Department of Decision Sciences & MIS

dsmis@jmsb.concordia.ca
johnmolson.concordia.ca/dsmis/

DEPARTMENT OF FINANCE

Deadline: December 1, 2009 (October 1, 2009 for consideration for interviews at the FMA Conference)

The Department of Finance at Concordia University is seeking qualified applicants for tenure-track and visiting positions starting July 1, 2010. Appointments at a more senior level may also be considered and will be based upon qualifications and experience.

Qualifications are a strong orientation to academic research and evidence of excellent teaching. For ranks above Assistant, applicants should have a strong research record and relevant experience. The primary areas of interest are Insurance, Fixed Income, Financial Institutions and Markets and Real Estate. Other areas will also be considered. Successful candidates will be responsible for teaching courses at the Undergraduate, MBA, M.Sc., and/or Ph.D. levels. An interest in developing pedagogical materials and an interest in developing materials supporting classroom use of an investment lab/trading room would be an asset. Teaching in the Investment Management MBA and Executive MBA Programs is also encouraged. Salaries are competitive and will be commensurate with qualifications and experience. Applicants will be expected to teach up to two courses per term and to be active in research. The John Molson School of Business is accredited by AACSB.

CONTACT: Please send applications, including a curriculum vitae, a statement of teaching and research interests, teaching evaluations, recent papers and three letters of reference to:

Dr. Sandra Bettan

Chair, Department of Finance

John Molson School of Business
Concordia University
1455 De Maisonneuve Blvd. West, MB 12-215
Montreal, Quebec, Canada H3G 1M8

Tel: (514) 848-2424, ext. 2783

Electronic applications should be sent to finrec@jmsb.concordia.ca. The Department prefers hard copies of applications but will consider electronic applications. The Department will acknowledge all applications, however only short-listed candidates will be contacted further.

Please consult our website for further information and application instructions for each position:
www.concordia.ca/about/jobopportunities/faculty/jmsb/



Subject to budgetary approval, we anticipate filling these positions, normally at the rank of Assistant Professor, for July 1, 2010. Appointments at a more senior level may also be considered for some of the positions advertised. Unless otherwise stipulated in the descriptions on our website, candidates for all positions should have a PhD. Review of applications will begin immediately and will continue until the positions are filled. All inquiries about specific positions should be directed to the appropriate departmental contact.

All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.

The Department of Women's Studies invites applications for a **tenure track position in Indigenous, Aboriginal and/or First Nations Studies**. An expertise in transnational and/or postcolonial feminisms would be an asset. Geographical focus is open. The Department of Women's Studies currently offers an undergraduate Major and Minor and Master of Women's Studies. As well as interdisciplinary collaboration among colleagues in Arts, Business, Community Health, Education, Engineering, Human Kinetics and Recreation, Science, and Nursing, the Department has strong connections with community organizations. The successful applicant will have a Ph.D. in Women's Studies or an allied discipline, with a demonstrated commitment to Women's Studies/Gender Studies/Feminist Studies, demonstrated achievement in teaching and research, ability to teach required undergraduate courses in Women's Studies (including introduction to Women's Studies), ability to teach graduate level courses in Women's Studies and to supervise graduate students. Letters of application should be accompanied by a current curriculum vitae, a writing sample, a teaching dossier, and three letters of reference. Applications should be forwarded to Head, Department of Women's Studies, Memorial University, St. John's, NL, Canada, A1C 5S7; Phone (709) 737-3322. For further information, please email: joanne@mun.ca with subject: "Women's Studies Position".

CARRIÈRES

University invites applications from all qualified individuals; however, Canadians and permanent residents will be given priority. Acadia University is committed to employment equity in the workplace. While budgetary approval has been granted for these positions, Acadia University reserves the right not to fill these positions or to fill these positions at a level different from the advertised level or term. For the most recent information available on faculty positions at Acadia University, please check our website at <http://www.adacadu.ca/facultyhomepage.htm>.

ECONOMICS – University of Waterloo. The Department of Economics at the University of Waterloo seeks to fill tenure-track or tenured positions. The number of positions to be filled is subject to budgetary approval. At least two of these positions will be at the professor or associate professor level. Candidates for professor or associate professor must possess a record of publication in major journals and excellence in research supervision. The Department will consider all candidates, particularly those whose fields include theory, econometrics or international trade/finance. All candidates must demonstrate excellence or the potential for excellence as

teachers. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Send your application, including three references and a research paper, by regular mail, to: Dr. John Burbidge, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. The Department will begin the interview process in November 2009, and will continue that process until the positions are filled.

ECONOMICS – McGill University. The Department of Economics at McGill University invites applications for two positions, fields and rank open, though with particular interest in public economics, macroeconomics and industrial organization. Senior candidates must have a strong and continuing publication record and demonstrated effectiveness in teaching. Junior candidates must show clear potential for both. The search begins immediately and applications will be considered until the position is filled. Candidates should submit a c.v. and three references to Profes-

sor William Watson, Department of Economics, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. All qualified candidates are encouraged to apply in accordance with Canadian immigration regulations. Canadians and permanent residents of Canada will be given priority. McGill University is committed to diversity and equity in employment. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. A working knowledge of French is an asset but is not required. English is the language of instruction at McGill.

ECONOMICS – Dalhousie University. Applications are invited for one probationary, tenure-track position and one 3-year limited term position at the assistant professor level in the Department of Economics, Dalhousie University, commencing July 1, 2010. These positions will require teaching and supervision at the undergraduate and graduate levels, and research leading to peer-reviewed publications. Outstanding candidates in any field of economics will be considered. Candidates should

have a completed, or almost-completed PhD, and have a strong commitment to teaching and research. Candidates should write to the Chair, Selection Committee, Department of Economics, Dalhousie University, Halifax, NS, Canada, B3H 3J5, enclosing a full curriculum vitae, a statement of research and teaching interests, sample research papers, and teaching evaluations, if any. Please arrange to have three referees send letters of evaluation (sent in separate sealed envelopes) to the Chair by November 30, 2009. Both positions are subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employer Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

ECONOMICS – University of Alberta. The Department of Economics in the Faculty of Arts at the University of Alberta invites applications for a tenure track position as Assistant Professor, starting July 1, 2010. Candidates who have research and teaching interests in international economics are particularly encouraged to apply but strong candidates in any field will be given serious consideration. Qualified candidates should send a letter of reference to the Chair, Dr. Douglas S. West, Chair, Department of Economics, 8-14 HM Tory Building, University of Alberta, Edmonton, AB, Canada, T6G 2H4; Email: ecojobs@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified

women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ECONOMICS – University of Alberta. The Department of Economics in the Faculty of Arts at the University of Alberta invites applications for a tenure track position as Assistant Professor, starting July 1, 2010. Candidates should have research and teaching interests in applied time series econometrics. Complementary interests in microeconomics and/or financial economics would be considered an asset. Qualified candidates must hold a PhD, or be close to completion, and demonstrate outstanding potential for both teaching and research. Responsibilities will include teaching in both undergraduate and graduate student programs, student research supervision, and maintaining an active research program. Salary is commensurate with qualifications and experience. Applicants should send curriculum vitae, a letter describing their areas of research interest, samples of current research papers, and, if available, a teaching dossier and evaluations of teaching performance (on paper or by e-mail) by November 30, 2009. Applicants must also arrange for three confidential letters of reference to be sent to the Chair, Dr. Douglas S. West, Chair, Department of Economics, 8-14 HM Tory Building, University of Alberta, Edmonton, AB, Canada, T6G 2H4; Email: ecojobs@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

ECONOMICS (APPLIED MICROECONOMICS) – University of Toronto Mississauga. The Department of Economics at the University of Toronto Mississauga invites applications for one tenure stream appointment in Applied Microeconomics, with priorities in Development Economics or Behavioural Economics. Exceptional candidates in other fields of Applied Microeconomics will also be considered. The appointment will be at the rank of Assistant Professor and is effective July 1, 2010. Salary will be commensurate with qualifications and experience. Applicants must have a demonstrated promise of outstanding research and teaching in Applied Microeconomics. The closing date for applications is November 13, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ECONOMICS (MACROECONOMICS) – University of Toronto Mississauga. The Department of Economics at the University of Toronto Mississauga invites applications for one tenure stream appointment in Macroeconomics. The appointment will be at the rank of Assistant Professor and is effective July 1, 2010. Salary will be commensurate with qualifications and experience. Applicants must have a demonstrated promise of outstanding research and teaching in Macroeconomics. The closing date for applications is November 13, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

EDUCATION (LEARNING & DEVELOPMENT) – University of Victoria. The Department of Educational Psychology and Leadership Studies (EPLS), University of Victoria invites applications for a tenure track Assistant Professor position in the area of Educational Psychology to begin July 1, 2010, or as negotiated. The position is for an individual with background and specialization in two or more of the following areas: a) psychology of classroom learning, achievement motivation, cognition and instruction, lifespan development, or atypical development. Minimum Requirements: A. Doctoral degree in educational psychology or related field; B. Professional experience with a scheduling in an asset. Preferred Qualifications: 1. Successful record of teaching at the undergraduate level or graduate level. 2. The following areas is an asset: a) Child and adolescent development; b) Psychology of learning applied to business and industry; c) Introduction to educational psychology; d) Atypical development in children and adolescents; e) Theories of motivation and school learning; f) Cognition and instruction; 2. Successful research background. The individual would be expected to: a) Develop an active research program; b) Teach graduate and undergraduate courses; c) Supervise graduate student research. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with immigration requirements, Canadians and permanent residents will be given priority. Applications should include curriculum vitae and the names and contact information of three referees. Applications must be received by December 7, 2009. Send to: Dr. John Walsh, Chair, Department of Educational Psychology and Leadership Studies,

and have earned a PhD degree or equivalent by July 1, 2010, or soon thereafter. Outlets include undergraduate and graduate level teaching and research supervision. Information about the University of Toronto Mississauga Undergraduate Economics Department is available at <http://www.utmutoronto.ca/academic/ecoc/> and information about the Graduate Economics Department located at the St. George campus is available at www.economics.utoronto.ca. To apply for the position, please visit <http://www.economics.utoronto.ca/apply/> and follow the posted instructions. The entire application process is online and no paper applications will be accepted. You will be required to submit a minimum of three letters of reference, and the closing date for applications is November 13, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ECONOMICS (INDUSTRIAL ORGANIZATION THEORY) – University of Toronto Mississauga. The Department of Economics at the University of Toronto Mississauga invites applications for one tenure stream appointment in Industrial Organization Theory. Exceptional candidates in other fields of Applied Economics Theory will also be considered. The appointment will be at the rank of Assistant Professor and is effective July 1, 2010. Salary will be commensurate with qualifications and experience. Applicants must have a demonstrated promise of outstanding research and teaching in Industrial Organization, and have earned a PhD degree or equivalent by July 1, 2010, or soon thereafter. Duties include undergraduate and graduate teaching, research and research supervision. Information about the University of Toronto Mississauga Undergraduate Economics Department is available at <http://www.utmutoronto.ca/academic/ecoc/> and information about the Graduate Economics Department located at the St. George campus is available at www.economics.utoronto.ca. To apply for the position, please visit <http://www.economics.utoronto.ca/apply/> and follow the posted instructions. The entire application process is online and no paper applications will be accepted. You will be required to submit a minimum of three letters of reference, and the closing date for applications is November 13, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ECONOMICS (APPLIED MICROECONOMICS) – University of Toronto Mississauga. The Department of Economics at the University of Toronto Mississauga invites applications for one tenure stream appointment in Applied Microeconomics, with priorities in Development Economics or Behavioural Economics. Exceptional candidates in other fields of Applied Microeconomics will also be considered. The appointment will be at the rank of Assistant Professor and is effective July 1, 2010. Salary will be commensurate with qualifications and experience. Applicants must have a demonstrated promise of outstanding research and teaching in Applied Microeconomics. The closing date for applications is November 13, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ECONOMICS (MACROECONOMICS) – University of Toronto Mississauga. The Department of Economics at the University of Toronto Mississauga invites applications for one tenure stream appointment in Macroeconomics. The appointment will be at the rank of Assistant Professor and is effective July 1, 2010. Salary will be commensurate with qualifications and experience. Applicants must have a demonstrated promise of outstanding research and teaching in Macroeconomics. The closing date for applications is November 13, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

EDUCATION (LEARNING & DEVELOPMENT) – University of Victoria. The Department of Educational Psychology and Leadership Studies (EPLS), University of Victoria invites applications for a tenure track Assistant Professor position in the area of Educational Psychology to begin July 1, 2010, or as negotiated. The position is for an individual with background and specialization in two or more of the following areas: a) psychology of classroom learning, achievement motivation, cognition and instruction, lifespan development, or atypical development. Minimum Requirements: A. Doctoral degree in educational psychology or related field; B. Professional experience with a scheduling in an asset. Preferred Qualifications: 1. Successful record of teaching at the undergraduate level or graduate level. 2. The following areas is an asset: a) Child and adolescent development; b) Psychology of learning applied to business and industry; c) Introduction to educational psychology; d) Atypical development in children and adolescents; e) Theories of motivation and school learning; f) Cognition and instruction; 2. Successful research background. The individual would be expected to: a) Develop an active research program; b) Teach graduate and undergraduate courses; c) Supervise graduate student research. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with immigration requirements, Canadians and permanent residents will be given priority. Applications should include curriculum vitae and the names and contact information of three referees. Applications must be received by December 7, 2009. Send to: Dr. John Walsh, Chair, Department of Educational Psychology and Leadership Studies,

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POUR
FORCAUT
BULLETIN

**Department of Civil Engineering
University of Toronto**

W. M. Keck Chair

The Department of Civil Engineering at the University of Toronto invites applications for a prestigious W. M. Keck Chair to be associated with the Lassonde Institute for Engineering Geoscience and the Lassonde Mineral Engineering Program. This appointment is a tenure stream position at the Associate or Full Professor level. The appointment to this position will be made 1 July 2010, or as soon as possible thereafter.

The Lassonde Institute promotes and facilitates cross-disciplinary research related to challenges facing the mineral and energy sectors. Construction is currently in progress for the new home of the Lassonde Institute, a \$20-million mining innovation centre to be completed by early 2011. The Lassonde Institute has already established unique research infrastructure, for example, the Rock Fracture Dynamics Laboratory, an integrated facility for experimental rock mechanics and advanced modeling.

The Lassonde Mineral Engineering Program is an interfaculty and interdepartmental course of study offered by the Department of Civil Engineering that crosses traditional barriers in university education. Graduates gain a diversified education in the areas of mining, geology, and other relevant applied science and engineering that makes them highly sought out by industry, consulting and research establishments.

Candidates for the Chair should be exceptional researchers in areas such as mining engineering and rock mechanics, where the University has internationally recognized research strength, or other areas of the engineering geosciences that relate to the mineral and energy sectors. The successful candidate must have a distinguished record of scholarship including undergraduate and graduate teaching and significant experience in managing major multi-disciplinary research projects.

Candidates should hold a doctoral degree, be eligible for registration as a Professional Engineer in Ontario, and must have demonstrated leadership, administrative capabilities, communication skills and a strong vision to develop the potential synergies that are available at the University of Toronto – Canada's #1 research intensive university. Salary will be commensurate with qualifications and experience.

All interested parties are encouraged to apply on-line at <http://www.jobs.utoronto.ca/faculty.htm>. If you are unable to apply online, please send your application to Professor Brenda McCabe, Chair, Department of Civil Engineering, University of Toronto, 35 St. George Street, Room CB107, Toronto, Ontario, M5S 1A4. Application should include a detailed curriculum vitae (including publications and evidence of capacity and impact), a description of research, teaching and professional interests, and a list of at least four professional and character referees. The closing date for receipt of applications is November 30, 2009.

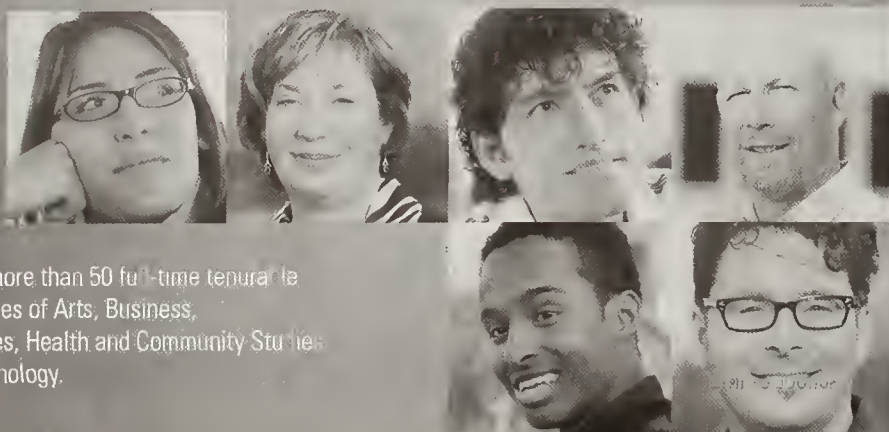
The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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Mount Royal may also be seeking faculty in a number of other disciplines. For further information including details on vacancies and specific faculty positions please visit mtroyal.ca/employmentcareers

Mount Royal offers equal employment opportunities. Only applicants selected for an interview will be contacted.

mtroyal.ca/employmentcareers



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Canada

CAREERS CARRIÈRES

F

FINANCE INFORMATION SYSTEMS & MANAGEMENT SCIENCE – Saint Mary's University. The Sobey School of Business at Saint Mary's University invites applications for a tenure-track position in Finance (all sub-specialties will be considered). The successful candidate will be nominated for a Tier I Canada Research Chair (CRC) and, if successful, appointed to a tenure-track position (normally at the Associate Professor rank) with salary commensurate with experience. Tier I CRCs are awarded to individuals within ten years of their PhD and targeted at emerging leaders in their fields, capable of maintaining a vigorous, independent, externally funded research program (see www.chairs.gc.ca for details). Tier I CRCs have a teaching load of one course/term and may use most of the funds from the CRC award not used for salary and benefits to support their research activities. The Sobey School of Business at Saint Mary's University is a balanced research/teaching institution. It has the largest commerce program in the Atlantic Provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. The Sobey School is located in a modern facility providing state of the art technology for classrooms. Excellent data base resources are provided for research, including access to Datastream, Bloomberg, Compustat and Global Vantage. Saint Mary's is located in the heart of historic Halifax, Nova Scotia. Halifax is a major commercial centre on Canada's eastern seaboard and is also a major tourist destination. There is easy access to many recreational, historical and cultural attractions. Consideration of applications will begin November 1, 2009 and continue until the position is filled. Please submit your CV along with a statement of research interests, a research proposal (maximum five pages) for the purpose of the CRC nomination, and the names and addresses of four referees to: Dr. Dawn Jutla, Chairperson, Department of Finance, Information Systems & Management Science, Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3. E-mail: dawn.jutla@smu.ca. Please note that CRC holders need not be Canadian citizens or permanent residents of Canada. Saint Mary's

University is committed to the principles of employment equity.

FINANCIAL MARKETS (CIBC CHAIR) – McMaster University. The DeGroote School of Business at McMaster University invites applications for a tenure position in the Finance and Business Economics Area. This position will commence July 1, 2010. Job Description: The chosen candidate, who will hold the CIBC Chair in Financial Markets, will be internationally recognized for their contributions in the area of financial economics and will be actively engaged in research. The successful candidate will have demonstrated leadership in organizing research initiatives through supervision of graduate students, proven ability to attract research funding, and publication of research results in major scholarly outlets. The Chair will be expected to contribute to the School's academic programs at both its Hamilton and Burlington locations as well as the School's initiatives within the business community. An appointment to the Chairship will be for an initial five-year period, with the possibility of renewal for additional terms. The Finance and Business Economics Area is committed to excellence in both research and teaching, and is one of six Areas comprising the DeGroote School of Business. The School offers a number of programs at both the undergraduate and graduate levels. The Finance and Business Economics Area participates in these programs in a number of ways, including MBA specializations in Finance and Strategic Business Valuation and a PhD field in Finance Teaching and supervision in the PhD program is expected of the CIBC Chair. The School is presently situated at McMaster's Westdale campus in Hamilton, Ontario, but anticipates opening a second location, to be called the Roy Joyce Centre, in nearby Burlington, Ontario in September 2010. The successful candidate will be expected to be active at both locations and to participate in executive education programs at the Burlington site. Further information about the School can be found at <http://www.mcmaster.ca>. Application Procedure: All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women,

members of visible minorities, aboriginal persons, members of sexual minorities, and persons with disabilities. The search begins immediately and applications will be considered until the position is filled. Candidates should submit a curriculum vitae, a representative sample of their academic writing and three letters of reference to: Dr. Trevor Chamberlain, Chair, Finance and Business Economics Area, DeGroote School of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada, L8S 4M4; phone: (905) 525-9140, ext. 23980, fax: (905) 521-8995; E-mail: chamberlain@mcmaster.ca; www.degroote.mcmaster.ca.

FISHERIES ECOLOGY – University of Windsor. The University of Windsor invites applications for a cross (hybrid) appointed tenure-track faculty position in the area of Fisheries Ecology at the rank of assistant professor. This position is cross appointed for the Great Lakes Institute for Environmental Research (GLIER) and the Department of Biological Sciences commencing July 1, 2010. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Brian J. Fryer, Director, Great Lakes Institute for Environmental Research, University of Windsor, Windsor, ON, N9B 3P4, Phone: (519) 253-3000, ext. 3750, Fax: (519) 971-3616, E-mail: bryer@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-645-6608 (toll free), International at 001-519-561-1432 or recruit@uwindsor.ca.

G

GERMANIC & SLAVIC STUDIES – University of Waterloo. The Department of Germanic and Slavic Studies at the University of Waterloo invites applications for a newly endowed position, the Right Honourable John George Diefenbaker Memorial Chair in German Literary Studies. The Department is seeking an outstanding scholar and teacher who will lead the discipline in new directions. The Chair's mandate is to stimulate interest in matters German on local, national, and international levels through public intellectual activism and educational innovation. The Chair holder's disciplinary base will be German-language literature from 1750 to today supplemented by interest and experience in one or more related disci-

Concordia University John Molson School of Business

Canada Research Chair (Tier I) Position Announcement DEPARTMENT OF ACCOUNTANCY

Concordia University and the John Molson School of Business invite applications for a Senior (Tier I) Canada Research Chair in Accountancy. In order to compete for a Canada Research Chair award, the successful candidate is expected to have an outstanding and innovative research program; and the ability to attract research grants and excellent Ph.D. students. Applicants must have a PhD in Accountancy or a related discipline, a superior record of publications, a proven track record of successful research program leadership and broad-based international exposure. Candidates for Tier I Canada Research Chair must be full professors or associate professors who are expected to be promoted to the full professor level within one or two years of the application.

Tier I chairs are tenable for seven years and are renewable.

Applications must include a CV, a reasoned letter in which you discuss your qualifications for this Chair including your three most significant scholarly achievements, a full and detailed seven-year research plan, and the names, addresses and current contact information of three referees.

Your application should be sent to:

Dr. Dominic Peltier-Rivest (drivest@jmsb.concordia.ca)
Chairman, Department of Accountancy
John Molson School of Business, Concordia University
1455 de Maisonneuve Blvd. West, Office MB 14-215
Montreal (Quebec), Canada H3G 1M6
Tel: 514-848-2424 ext. 2778

Applications will be reviewed as they arrive and the search will continue until the position is filled. All applications should reach the department no later than February 1st, 2010. The candidate nominated by the University will have his or her application submitted for approval to the CRC Secretariat. This position is subject to budgetary approval and will be filled upon the successful completion of the CRC nomination and approval process. Further details about the CRC Program, as well as the chair selection criteria, can be found on the CRC web site at chairs.gc.ca. For more information about the John Molson School of Business, visit us on our web site at johnmolson.concordia.ca.

All qualified candidates are encouraged to apply. However, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority. Concordia University is committed to employment equity.



SIMON FRASER UNIVERSITY
THINKING OF THE WORLD

FACULTY POSITIONS SCHOOL OF INTERACTIVE ARTS & TECHNOLOGY

The School of Interactive Arts & Technology (SIAT) is accepting applications for two assistant professors in key instructional areas. One position specializes in media, the second in design.

In both positions we look for applicants who will make a strong contribution to our School. Successful applicants will have demonstrated excellence in research and teaching in one or more of the research areas above or a related area. We seek colleagues who are making significant scholarly contributions to their fields(s), have a strong commitment to teaching and show potential for academic leadership. Applicants must demonstrate the ability and motivation to collaborate with scholars from other disciplines, and to advance their research methods to cope with the challenges of designing, building and evaluating technology-rich environments.

The School takes an interdisciplinary perspective on the study of human interactions with technology. We value excellence in research, teaching and service. We adapt research methods and models from art, cognitive science, computer science, design, engineering, humanities, social science, and philosophy. We work in areas such as computational design, computer games, interaction design, interactive arts, interactive video, sustainable design, virtual environments, and visualization and visual analytic systems.

SIAT offers degrees at a bachelor, master and doctoral level. The School currently enrolls about 650 undergraduates, including the TechOne cohort first year programme, and approximately 100 graduate students, some 30 of whom work at the doctoral level.

Successful candidates will play key roles in developing SIAT curricula and in fostering relationships with industry. They should have teaching experience at the undergraduate level, have high potential for instructional innovation and show promise for successfully mentoring graduate students to completion of advanced degrees. Applicants should have teaching experience in varied formats, possibly including team-based, computer-mediated and interdisciplinary approaches. They are expected to develop research programmes attractive to external funding and responsive to collaboration with other faculty and graduate students. SIAT faculty must have a high degree of technological literacy regardless of their disciplinary background. As SIAT is a relatively new and expanding School, faculty are expected to demonstrate leadership and programme development expertise. They should have earned the highest academic or professional degree (in all but exceptional circumstances, the Ph.D.) in their specialty.

Simon Fraser University at Surrey, the University's newest campus, is located in the greater Vancouver region of British Columbia, Canada. The area is home to Canada's cultural and entertainment industry and much of its digital media production. The region's rich cultural, natural and intellectual resources make it one of the world's most desirable places to live and work.

Applicants should seek additional information about the School at its website www.siat.sfu.ca to understand better the character of SIAT and their possible contributions within it.

To apply, please send current curriculum vitae, evidence of research productivity, a statement on teaching philosophy and the complete names, addresses (including email), institutional affiliation and telephone numbers of three referees to:

Director, School of Interactive Arts & Technology
Simon Fraser University
250-13450 102nd Avenue
Surrey, BC CANADA V3A 0A3

The deadline for applications is 1 December 2009

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified men and women, including visible minorities, aboriginal peoples and persons with disabilities. Under the authority of the University Act, personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

Assistant/Associate Professor Human Kinetics & Recreation



» Reference Number: VPA-HKR-2009-001

The School of Human Kinetics and Recreation invites applications for an Assistant/Associate Professor in the School of Human Kinetics and Recreation commencing January 1, 2010. A completed earned doctorate is required for the appointee to receive the rank of Assistant/Associate Professor and to be in a tenure-track position. Applicants who are near completion of a PhD will also be considered. Preference will be given to applicants with prior university teaching experience and a track record that demonstrates excellence in the areas of teaching and research.

The successful applicant will be expected to teach at the undergraduate and graduate level, supervise graduate students, participate in other educational, scholarly and professional activities, liaise with community and develop an active program of research. A PhD in Kinesiology, Exercise Physiology, Physical Education or a related area is required. The ability to teach in one or more of the following areas: exercise physiology, fitness assessment and prescription, anatomy, biomechanics, ergonomics and motor learning would be an asset.

Salary will be in accordance with the university's collective agreement and is based on qualifications and experience. Applications will be accepted until November 1, 2009. A curriculum vitae, statement of research and teaching interests, evidence of teaching competence, and the names of three referees should accompany letters of applications and be sent to: Acting Director, School of Human Kinetics and Recreation, Memorial University of Newfoundland, St. John's, NL Canada, A1C 5S7; Fax: (709) 737-7531; E-Mail: hkrdire@mun.ca.

Positions are subject to budgetary approval. All candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

plines such as the visual arts, film studies, intellectual history, and applied linguistics. The successful candidate will take on a public role in articulating a place for literary studies in today's society, and in so doing contribute to a new vision of the profession in a contemporary intellectual context. In addition to making use of the standard avenues of university teaching and scholarly publishing to disseminate research, the chair holder will pioneer inventive ways of connecting and communicating with constituencies both inside and outside of academia. German Studies at the University of Waterloo is a robust enterprise offering programs leading to the BA, MA, and PhD in German. The current staff of eight tenured professors possesses expertise in German and Austrian literature (18th-20th centuries), film, and applied linguistics. The department is home to the Waterloo Centre for German Studies, an endowed research institute that also operates a range of intellectual and cultural programming. The university, rated the most innovative uni-

versity in Canada for 17 years in a row, is located in one of the fastest growing regions of the country. The appointment will be tenured, salary and rank (either Associate or Full Professor) will be commensurate with qualifications and experience. Nominations and applications for this prestigious position should be sent to the Department Chair, Applications, including a cover letter, curriculum vitae, and names of three referees, should be sent in electronic form only directly to: Dr. James M. Skidmore, Chair, Department of German and Slavic Studies, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: 519 888 4567, x33687; E-mail: skidmore@uwaterloo.ca; Web: www.germancanadian.uwaterloo.ca/departments/chair. The department will begin reviewing applications immediately. The position will remain open until it is filled, and the starting date is negotiable. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applica-

tions from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

GERONTOLOGY/GERIATRICS – University of Waterloo The new School of Pharmacy, University of Waterloo (UW) has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative with UW, its Research Institute for Aging, REU Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. (a dynamic and innovative organization that features eight seniors' care facilities (Long Term Care, Retirement Home, Apartment) located in Kitchener, Guelph and the Greater Toronto Area (GTA). About 70% of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to: identify and evaluate patient, clinician, and system factors that

contribute to the safe and effective use of medications among the elderly; evaluate the effects of medications on patient clinical, psycho-social, and economic outcomes in the geriatric setting; develop and use data repositories and novel population-based methods to optimize the use of medications; and for the identification or confirmation of adverse events; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes successful extramural funding, and offer strong potential for an ongoing research program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect

and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly research, the successful candidate will, in addition, duties will include teaching at the undergraduate and/or graduate levels, supervision of students working on advanced projects, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MSc, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary research is required. The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Launched in January 2008, the School will ultimately have more than 400 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca.

and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly research, the successful candidate will, in addition, duties will include teaching at the undergraduate and/or graduate levels, supervision of students working on advanced projects, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MSc, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary research is required. The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Launched in January 2008, the School will ultimately have more than 400 undergraduate students, approximately 70 graduate students and 30 faculty members, forming the anchor of a brand new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca.

INTEGRATED WIRELESS COMMUNICATION TECHNOLOGY (CERC) – University of Waterloo We invite expressions of interest for a visionary academic leader and researcher for the Canada Excellence Research Chair (CERC) Senior Chair and pivotal centerpiece of an outstanding team of researchers at the University of Waterloo in the Department of Electrical and Computer Engineering. (<http://www.research.uwaterloo.ca/institutional/funding/cerc.html>). This proposed CERC will transform research in wireless communications by integrating existing strategic research efforts in UW and capitalizing on existing research innovation and infrastructure. This leader will coordinate research initiatives to create and manipulate radio frequency and intelligent antennas that will efficiently transfer data across secure and mobile networks at high rates of speed and throughput at all interfaces. This integration of high level research activity will position Canada as the world leader in one of the fastest growing industries on the planet, the next generation of wireless systems and will lead the development of IMT Advanced 4G wireless systems globally with all the attendant economic and social benefits. The Canada Excellence Research Chair program is a new Government of Canada program to establish 20 prestigious research chairs in Canada to lead transformative strategic research in Canada. The University of Waterloo, Department of Electrical and Computer Engineering, has successfully completed the first phase of this competitive process. As part of the second phase of the process, we are seeking a visionary research leader who will have a minimum \$10M award invested over seven years with additional institutional contributions. We seek a nominee who will work with our world-class researchers and extraordinary infrastructure in a research environment where our "mentored" Intellectual Property policy will lead a UW team to develop the Phase II CERC proposal, due November 26, 2009. Final decisions regarding the Phase II CERC will be made by the Government of Canada. The Chair will be offered the research Chair at a minimum full professor level. The Chair will be Electrical and Computer Engineering, to begin anytime before February 2011. As a candidate for the Senior Chair, Canada Excellence Research Chair, you are a unique world-class senior researcher and academic leader in air interface with strong appreciation and understanding of the relevant Antennas and Networking Technology in academic and industrial settings. You have personal research contributions in the area of air interface technology and a proven ability to create innovative and multi-disciplinary methodologies combining adaptive multi-antenna research with intelligent physical layer research, including adaptive antenna and device concepts. You will lead two supporting research chairs (supported by new UW investments) in the area of RF and Antennas with expertise in RF and Intelligent Antennas, and a Chair in Networking Technology with expertise in networking technology. In addition to your visionary leadership and outstanding academic and research record, you will have the drive and vision to lead a research team to guide UW to lead Canadian wireless research efforts to create the very best academic research center in Canada. If you are the ideal research leader, we want to hear from you. Send your curriculum vitae, the names of four referees, and a list of your research accomplishments, a teaching statement and a research statement to: Dr. O. George Omer, Vice-President, Academic and Provost, University of Waterloo, 200 University Avenue, Waterloo, Ontario, Canada, N2L 3G1; Tel: 519-888-4889; Fax: 519-225-9971; E-mail: ogomer@uwaterloo.ca. Please note: Appointments are subject to approval by the CERC Selection Board. All qualified applicants will be interviewed. Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to be eligible for Professional Engineering registration in Ontario, University of Waterloo information: With a student population of 22,000 and six faculties, the University of Waterloo has been rated the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and enjoys one of the fastest growing economies in the world. The University of Waterloo is a member of the **INVESTMENTS & PORTFOLIO MANAGEMENT (IAC CHAIR) – McMaster University** The O'Grady School of Business and Finance Master University invites applications for a tenured position in the Finance and Business Economics Area. The successful candidate will be responsible for the development of the IAC Chair in Investments and Portfolio Management, will be instrumental in recruiting their contributions in the area of investment and business valuation, and will be actively engaged in research, teaching and publications that will have demonstrated leadership in organizing research initiatives through supervision of graduate students, proven ability to attract research funding and publications of research results in major scholarly outlets. The Chair will be expected to contribute to the School's academic programs at both its Hamilton and Burlington locations as well as the School's initiatives within the business community. The appointment to the Chair will be for an initial five-year period, with the possibility of renewal for additional terms. The Finance and Business Economics Area is committed to excellence in both research and teaching, and is one of six areas comprising the DeGroote School of Business. The School offers a number of programs at both the undergraduate and



Laurentian University
Université Laurentienne

Canada Research Chair in Environment, Culture & Values

AD #1. The Department of Philosophy at Laurentian University invites applications for the position of a Tier II Canada Research Chair in Environment, Culture and Values at the Assistant or Associate Professor level. The CRC Program was created by the Government of Canada to cultivate world-class research and development. More information concerning the CRC is available at www.chairs.gc.ca.

Applicants for this tenure-track position should demonstrate a strong record of research relative to the stage of their career and evident potential to emerge as an internationally recognized scholar. The position will be contingent on being approved by the Canada Research Program. The candidates should have the ability to attract excellent graduate students and have demonstrated potential for excellence in teaching in both the graduate and the undergraduate level. The successful candidate must be eligible for appointment to the department of philosophy and will have an active research interest linking environment with one or more of the following areas: aesthetics, ethics, epistemology, public policy, science and technology, gender, health, cultural studies, philosophy of nature and indigenous studies. Candidates are expected to complement the pre-existing strengths of Laurentian's philosophy department, areas that include contemporary continental philosophy, aesthetics, ethics, gender and health studies, social and political thought, and environmental philosophy. A strong commitment toward interdisciplinary research would be an asset. They will also be expected to link with a wide range of initiatives and graduate programs at Laurentian including the participation in, and the supervision of graduate work in, the Interdisciplinary Humanities M.A. in Interpretation and Values and the interdisciplinary Ph.D. program in Human Studies.

Normally, the Tier II competition is open to candidates who have at most ten years experience from the highest degree at the time of nomination.

Applicants should provide a letter of intent indicating the advertisement number (#1), a summary of research interests (including research program), a complete curriculum vitae, and at least three letters of references to:

Dr. John Isbister
Acting Vice-President, Academic and Provost
Laurentian University
935 Ramsey Lake Road
Sudbury, ON P3E 2C6
or by e-mail to asr@laurentian.ca

Laurentian University is strongly committed to employment equity and diversity within its community. Laurentian University especially welcomes and encourages applications from members of visible minorities, women, Aboriginal persons, members of sexual minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be considered first for this position.

Laurentian University (LU) is located in Sudbury, Ontario, an attractive modern city offering unique cultural, recreational, and educational opportunities. LU is a bilingual institution and an equal opportunity employer. It has a policy of passive bilingualism (English/French) as a condition of tenure. LU faculty members are part of LUFA (the Laurentian University Faculty Association). Information and the Collective Agreement can be found at www.lufap.ca. More information on the University can be found at www.laurentian.ca.

For enquiries and questions, please contact Dr. Alain Beaulieu (abeaulieu@laurentian.ca). Applications will be reviewed commencing December 1, 2009 and will be accepted until a nominee is found. We are planning to send the nomination to the CRC program before May 2010 for a start date on January 1st, 2011.

Chaire de Recherche du Canada en environnement, culture et valeurs

ANNONCE #1. Le département de philosophie de l'Université Laurentienne sollicite des candidatures pour un poste de professeur au rang adjoint ou agrégé en vue d'une Chaire de Recherche du Canada (niveau II) en environnement, culture et valeurs. Le programme des Chaires de Recherche du Canada a été créé pour promouvoir la recherche et le développement à l'échelle internationale. Des informations au sujet des CRC sont disponibles à l'adresse suivante: www.chairs.gc.ca.

Les candidat(e)s pour ce poste menant à la permanence doivent posséder un excellent dossier en recherche et démontrer un potentiel évident à devenir chef de file à l'échelle internationale dans les domaines des études environnementales et culturelles. Les candidat(e)s doivent également démontrer les capacités à attirer et superviser des étudiants des cycles supérieurs, et avoir un excellent dossier d'enseignement. La personne sélectionnée sera éligible pour un poste au département de philosophie et aura un dossier actif de recherche liant l'environnement à au moins un des domaines suivants: esthétique, éthique, épistémologie, politiques publiques, science et technologie, études culturelles, philosophie de la nature, études de genre, santé et études autochtones. Les champs d'expertise des candidat(e)s devront compléter ceux du département de philosophie de l'Université Laurentienne qui incluent: la philosophie continentale contemporaine, l'esthétique, les études de genre, les études de la santé, la pensée sociale et politique, et la philosophie environnementale. Un intérêt marqué pour la recherche interdisciplinaire constitue un atout. La personne sélectionnée sera impliquée dans plusieurs réseaux et programmes à l'Université Laurentienne, et supervisera les travaux des étudiants inscrits dans les programmes de Maîtrise interdisciplinaire des Arts en Humanités et de Doctorat en Sciences humaines.

Normalement, le concours des Chaires de recherche niveau II est ouvert aux personnes ayant au plus dix années d'expérience depuis l'obtention du dernier diplôme au moment de la nomination.

Le dossier de candidature doit inclure une lettre de présentation indiquant le numéro de l'annonce (#1), le résumé des intérêts de recherche (comprenant le programme de recherche), un curriculum vitae, et au moins trois lettres de référence, le tout envoyé à: M. John Isbister, Vice-recteur intérimaire aux études et provost, Université Laurentienne, 935, Chemin du Lac Ramsey, Sudbury, Ontario, P3E 2C6 Canada OU par courriel à asr@laurentian.ca.

L'Université Laurentienne s'engage à respecter l'équité et la diversité dans son milieu de travail. L'Université Laurentienne encourage les candidatures de toute personne qualifiée incluant les membres des minorités visibles, femmes, autochtones, membres des minorités sexuelles, et personnes handicapées. Toutes les personnes qualifiées peuvent soumettre leur candidature, toutefois la priorité sera accordée aux Canadien(ne)s et aux résident(e)s permanent(e)s.

L'Université Laurentienne (UL) est située à Sudbury (Ontario), une ville moderne et attrayante qui offre de nombreuses possibilités pour les activités culturelles, les loisirs et l'éducation. L'UL est une institution bilingue qui favorise l'égalité des chances. Elle applique une politique de bilinguisme passif (français/anglais) comme condition pour les postes menant à la permanence. Les professeurs de UL sont membres de l'APUL (Association des professeurs de l'Université Laurentienne). Les informations au sujet de la convention collective sont disponibles sur le site suivant: www.lufap.ca. Des informations générales sur l'Université sont disponibles sur le site suivant: www.laurentienne.ca.

Toute demande complémentaire ou question peut être envoyée à M. Alain Beaulieu (abeaulieu@laurentian.ca). Les dossiers de candidature seront évalués à partir du 1er décembre 2009, et seront acceptés jusqu'à ce que le poste soit comblé. Nous serons transmettre la nomination au programme du CRC avant le mois de mai 2010 pour une date d'entrée en fonction fixée au 1er janvier 2011.

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Mount Saint Vincent University - Dean of Arts and Science and Dean of Professional Studies

A recognized leader in flexible education, applied research, and a personalized approach to education, Mount Saint Vincent University offers an environment for transformative learning with an unparalleled social impact. We are nationally recognized among undergraduate universities in Canada for our success in Social Sciences and Humanities Research Council grants and for having one of the lowest student-to-professor ratios. Our community is built on people and relationships. We are committed to providing the best university experience for all members of our community and to developing thoughtful, engaged citizens who make a positive impact on their world.

We are seeking applicants and nominations for two positions: the **Dean of Arts and Science**, and the **Dean of Professional Studies**. These two members of the senior administrative team both report to the Vice-President (Academic).

The **Faculty of Arts and Science** is the largest Faculty at the Mount, consisting of 12 Departments with approximately 140 full- and part-time faculty. The Faculty offers BA and BSc programs in a range of disciplinary and interdisciplinary fields as well as a Joint MA program in Women and Gender Studies with Saint Mary's University.

The **Faculty of Professional Studies** consists of 6 Departments with approximately 100 full- and part-time faculty. The Faculty offers a range of programs at the undergraduate and graduate level in areas including Applied Human Nutrition, Business Administration and Tourism and Hospitality Management, Child and Youth Study, Family Studies and Gerontology, Information Technology, and Public Relations.

The Deans will provide visionary leadership and will foster an intellectually stimulating learning and research environment for faculty, staff and students. The Deans will raise the profile of their respective Faculty internally and externally and will play a key role in long-term strategic planning initiatives related to the Faculty and the University as a whole.

The Deans work closely with the Dean of Education, the Associate Vice-President Academic and Research, and the Associate Vice-President Student Experience. In each case, the successful candidate will be an outstanding strategic leader with a strong academic and research background. She or he will also have experience in the development and administration of academic programs and demonstrated success as an academic administrator, including budget management and resource allocation. The Deans will provide collegial leadership for faculty and staff, have excellent communication skills and have proven skills in working collaboratively with internal and external partners. In each case, the successful candidate will hold a faculty appointment in the appropriate academic department. Each appointment is for a five-year term renewable following review.

Each appointment will take effect on July 1, 2010. The search committee will begin considering applications for these positions in the first week of November, 2009, and will continue until the positions are filled. Applications, including cover letter, current curriculum vitae, names and contact information for three references (who will not be contacted without the consent of the applicant) and a statement of vision for the role being applied for, should be submitted to **Dr. Mary Lyon, Vice-President (Academic), Mount Saint Vincent University, 166 Bedford Highway, Halifax, NS B3M 2J6, or e-mail vpacademic@msvu.ca or fax (902) 443-3813.**

Mount Saint Vincent University is committed to the principles of employment equity and encourages applications from all qualified candidates, including women, aboriginal persons, visible minorities and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

ists in any field of operations research are encouraged to apply, but we are particularly seeking those with interests and experience in the application of probabilistic modeling. In industry settings, Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department offers a co-op undergraduate degree in Management Engineering, as well as MSc, MEng and PhD programs. Examples of courses that could be taught by the successful candidate include introductory and advanced topics in operations research/industrial engineering optimization, simulation, decision analysis, stochastic processes, work processes and facility design. Applications are to be submitted electronically at <http://www.mvu.ca/ops/>. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will take place as applications come in and will continue until the positions are filled. For further information, please contact the Chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: elizabeth.jewkes@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

MATHEMATICS - St. Jerome's University. St. Jerome's University, situated in the heart of the University of Waterloo campus, is a public Roman Catholic university federated with the University of Waterloo since 1960. The Department of Mathematics at St. Jerome's University invites applications for a tenure-track appointment at the rank of Assistant Professor, commencing July 1, 2010. Candidates must have a PhD in one of the mathematical sciences. The Department of Mathematics at St. Jerome's University offers the University of Waterloo, Faculty of Mathematics core courses in classes sizes which allow faculty members to engage students in the study of mathematics on an individual basis. The successful candidate must be committed to teaching in this setting. St. Jerome's faculty members have traditionally maintained strong connections with their corresponding department at the University of Waterloo. Faculty members must meet a high standard of teaching excellence, have a strong sense of collegiality, demonstrate a commitment to service, and develop a strong research agenda. As of May 1, 2009 the base salary for an Assistant Professor is \$68,158. Candidates should send a letter detailing their interest in the suitability for the position, a curriculum vitae, a teaching portfolio/dossier with a statement of teaching philosophy, an outline of a research agenda, any sample publications, and three confidential letters of recommendation. Applications from women and men who are familiar with the traditions of the Roman Catholic faith are encouraged. Please send applications to Dr. Conrad Hewitt, Chair, Department of Mathematics, St. Jerome's University, 290 West Mount Rd. N, Waterloo, ON, Canada, N2L 3G1. St. Jerome's University is committed to the principles of employment equity and in accordance with Canadian Immigration requirements this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. All applications must be submitted by November 1, 2009. This position is pending budgetary approval. For further information on St. Jerome's University, visit www.sju.ca.

MATHEMATICS (CHERITON CHAIRS, SOFTWARE SYSTEMS) - University of Waterloo. Applications are invited for one of two David R. Cheriton Chairs in Software Systems. These are senior positions and include substantial research support and teaching reduction. Candidates with outstanding research records in software systems (very broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. The Chairs are tenured positions. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., MapInfo Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca/faculty/recruiting>. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

MATHEMATICS (COMBINATORICS & OPTIMIZATION) - University of Waterloo. The Department of Combinatorics and Optimization at the University of Waterloo invites applications for a tenure-track faculty position in operations research. Applications for Assistant Professorship as well as more senior levels will be considered. A PhD degree and evidence of excellence in research and teaching are required. Successful applicants are expected to maintain an active program of research, to attract and supervise gradu-

ate students, to participate in undergraduate and graduate teaching, and have the potential for industrial collaborations. Salary will depend on the candidate's qualifications. The effective date of appointment is July 1, 2010. Interested individuals are encouraged to apply using the MathJobs site: <http://www.mathjobs.org>. Applications should include a curriculum vitae and up to three selected reprints/papers. In addition, at least three reference letters should be submitted. Enquiries may be addressed to combot@math.uwaterloo.ca or to Ian Goulden, Chair, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Closing date for receipt of applications is December 11, 2009. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, citizens and Permanent Residents of Canada will be given priority.

MATHEMATICS (HEALTH INFORMATICS) - University of Waterloo. The University of Waterloo invites applications for one or two tenure-track or tenured faculty positions in the David R. Cheriton School of Computer Science, in the area of Health Informatics. We define health informatics broadly to include medical informatics and biomedical systems. The School plans to start a new graduate degree program in health informatics in September 2010. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, develop a stimulating leadership environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., MapInfo Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. To submit an application, please register at the submission site: <http://www.cs.uwaterloo.ca/faculty/recruiting>. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

MATHEMATICS (SOFTWARE ENGINEERING) - University of Waterloo. The University of Waterloo invites applications for a tenure-track or tenured faculty position in the David R. Cheriton School of Computer Science, in the area of Software Engineering. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. The School is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., MapInfo Inc., Open Text Corp and Research in Motion. Please see our website for more information: <http://www.cs.uwaterloo.ca>. To submit an application, please register at the submission site: <http://www.cs.uwaterloo.ca/faculty/recruiting>. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

MECHANICAL & MECHANOTRONICS ENGINEERING (CERC, GREEN MECHANOTRONICS AUTOMOBILES) - University of Waterloo. The University of Waterloo is seeking a world-leading researcher to fill the new position in the national CERC competition. We are looking for a researcher of the highest calibre with either an academic or industrial background to be our nominee for the chair. The selected nominee will work with the university to prepare the final Phase 2 application for the competition, outlining the proposed research program. The successful applicant for this tenure, full professor post-

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tion will have a global reputation for distinguished research in automotive technologies with established industry relationships, and experience in managing research projects. The chair will be based within the university's Faculty of Engineering with cross appointments to one or more other faculties. The chair will be at the forefront of the university's and Canada's efforts to be a global leader in the emerging automotive high-tech industry. In addition, taking a leadership role within the university's interdisciplinary automotive research initiatives, the chair will have the opportunity to oversee the integration and synthesis of various research programs at the university, in such fields as sensors, software, machine intelligence, collaborative driving and piloting, active safety systems and steering, and green powertrains. CRC applications are subject to approval by a national selection board, which is expected to announce the selected chairs in February 2010. If successful, the appointment would begin on a date to be agreed upon by the candidate and the university. For more information on the chair, please visit www.research.uwaterloo.ca/institutional/funding/crc/. Please send curriculum vitae and a statement of your proposed research program to: Dr. George Dixon, Vice-President, Research, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Phone: 519-888-4888. Email: gdixon@uwaterloo.ca. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo is committed to employment equity and encourages all qualified individuals to apply, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **MECHANICAL & MECHATRONICS ENGINEERING (GREEN ENERGY)** – University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo is seeking outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Master's Engineering Certificate program in green energy. Applicants are sought with research expertise and background in one of the following research areas: wind energy, solar energy, fuel cells, hydrogen storage and building energy simulation. Research in other areas that support green and alternative power energy sources, advanced energy conversion devices, energy conservation and management, may also be considered. Applicants should have excellent communication skills and hold a Ph.D. in Mechanical Engineering or a closely related discipline with relevant experience, potential for academic excellence in teaching and research. Outlets will include teaching of undergraduate and graduate courses in the Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send the full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sze, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Email: mech@uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license within five years. The applicant will be commensurate with qualifications and experience. In accordance with Canadian Immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information on the Faculty and Department can be found at www.engineering.uwaterloo.ca and www.uwaterloo.ca. The Department also encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ **MECHANICAL ENGINEERING** – University of Waterloo. The Department of Mechanical Engineering, University of Waterloo, is seeking applications for a tenure-track faculty position at the level of Assistant Professor in Biomedical Engineering. Under exceptional circumstances, appointments at the Associate Professor level will be considered. Candidates for the position must have a PhD in Mechanical Engineering in a critically related field, and must have demonstrated ability or potential for excellence in teaching, research, graduate student supervision, and written communication. The successful candidate will be commensurate with qualifications and experience. In accordance with Canadian Immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information on the Faculty and Department can be found at www.engineering.uwaterloo.ca and www.uwaterloo.ca. The Department also encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ **OCEAN & NAVAL ARCHITECTURAL ENGINEERING** – Memorial University of Newfoundland. Applications are invited for a tenure-track faculty position at the Assistant or Associate Professor level commencing January 1, 2010 or earliest thereafter, in the area of Ocean and Naval Architectural Engineering. Candidates with backgrounds in ship and/or offshore structures or marine engineering are strongly encouraged. Experience in Arctic or cold regions engineering would be considered an asset. A knowledge of ship and/or engineering dynamics would also be beneficial. Candidates should have a bachelor's degree in Ocean and Naval Architectural Engineering or a related discipline. Rank and salary will be commensurate with qualifications and experience. The successful candidate will be expected to participate in the academic programs of the Faculty, including teaching undergraduate and graduate courses, supervising graduate students, and other educational, scholarly, and professional activities. An ability to teach a broad range of ocean and naval architectural engineering courses, as well as courses in the core program, would be an asset. In addition, the successful candidate will be expected to carry out multidisciplinary, collaborative research with industry, government institutions, and other university researchers. The successful candidate is expected to register as a professional engineer in Newfoundland and Labrador. The Ocean and Naval Architectural Engineering discipline has a well established, nationally and internationally recognized cooperative undergraduate program. It has many graduate studies and research programs. For information on the faculty of Engineering and Applied Science and the Ocean and Naval Architectural Engineering discipline, please visit www.enr.mun.ca. Memorial is the largest university in Atlantic Canada. Being the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offers diverse undergraduate and graduate programs to almost 18,000 students. Memorial provides a distinctive and stimulating environment for learning. St. John's is a safe, friendly city with a great historical and vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please visit www.mun.ca. Applicants should include a curriculum vitae, names of three references, and a one-page statement of teaching and research interests. Copies of three relevant technical publications may also be included. Please send applications to: Dr. John Quicke, Dean (Pro Tempore), Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, NL, Canada, A1B 3X5. Fax: (709) 374-8757. Reference: YPA-ENG-2009-008. Deadline to submit an application is November 30, 2009. All qualified candidates are encouraged to apply; however, citizens and permanent residents of Canada will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **MEDICINE & DENTISTRY** – University of Alberta. The Department of Dentistry is seeking applications for a full-time, tenure-track faculty position in Oral & Maxillofacial Radiology at the level of Assistant or Associate Professor. Responsibilities include clinical and didactic teaching in oral radiology and head and neck anatomy. There is an expectation for the development of an active research program with which start-up funds will be available. Private practice privilege can be integrated with the appointment. The successful candidate will have a Doctor of Dental Surgery degree or equivalent, preferably eligible for licensure with the Royal College of Denturists and Colleges and will have successfully completed the Royal College of Dentists of Canada Fellowship of Research in Oral Radiology and Maxillofacial Radiology. The University of Alberta has been ranked amongst the top 100 teaching and research universities in the world serving some 37,000 students in more than 14,000 faculty and staff. The University has an annual budget in excess of \$1 billion and attracts significant external funding. The University offers close to 400 undergraduate and graduate programs in 18 faculties. An integral part of the Faculty of Medicine and Dentistry is a cross-disciplinary program in dental research. The Department of Dentistry has embarked on a 5-year academic plan that includes staff recruitment, the development of a research excellence center, and the transition into a new teaching clinic. Details about the University of Alberta, the Faculty of Medicine and Dentistry, and the Department of Dentistry can be found at: www.dent.ualberta.ca. The position is available July 1, 2010 and applications will be accepted until the position is filled. Applicants are asked to submit a letter of application, his/her curriculum vitae, a detailed statement of research interests, a sample of published work (if available), and the names and addresses of three references. Academic rank and salary will be based on the applicant's qualifications, experience, and achievements. Interested applicants may apply to: Dr. Nadine Miles, Department of Dentistry, 303B Dr. Centre, University of Alberta, Edmonton, AB, T6G 2N6. Email: nmiles@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **ANALYTICAL CHEMISTRY** – University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initial positions are cross-disciplinary partnerships between the three departments which are home to more than 140 faculty members and 10,000 students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of materials science, spectroscopy, and nanobiotechnology (e.g., nanomedicine, biomaterials). Other areas of research interest include quantum structures, molecular electronics and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally funded research programs in a research area with cross-disciplinary connections in NE. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching lab facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanotechnology. The successful candidates should forward their curriculum vitae, the names of four references, a short statement of research accomplishments, a teaching statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to Faculty Hiring Coordinating Officer, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada. E-mail: nanotech@uwaterloo.ca. Electronic submissions welcomed. With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's technology triangle and one of the fastest growing in Canada. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

CARRIÈRES

■ **OCEAN & NAVAL ARCHITECTURAL ENGINEERING** – Memorial University of Newfoundland. Applications are invited for a tenure-track faculty position at the Assistant or Associate Professor level commencing January 1, 2010 or earliest thereafter, in the area of Ocean and Naval Architectural Engineering. Candidates with backgrounds in ship and/or offshore structures or marine engineering are strongly encouraged. Experience in Arctic or cold regions engineering would be considered an asset. A knowledge of ship and/or engineering dynamics would also be beneficial. Candidates should have a bachelor's degree in Ocean and Naval Architectural Engineering or a related discipline. Rank and salary will be commensurate with qualifications and experience. The successful candidate will be expected to participate in the academic programs of the Faculty, including teaching undergraduate and graduate courses, supervising graduate students, and other educational, scholarly, and professional activities. An ability to teach a broad range of ocean and naval architectural engineering courses, as well as courses in the core program, would be an asset. In addition, the successful candidate will be expected to carry out multidisciplinary, collaborative research with industry, government institutions, and other university researchers. The successful candidate is expected to register as a professional engineer in Newfoundland and Labrador. The Ocean and Naval Architectural Engineering discipline has a well established, nationally and internationally recognized cooperative undergraduate program. It has many graduate studies and research programs. For information on the faculty of Engineering and Applied Science and the Ocean and Naval Architectural Engineering discipline, please visit www.enr.mun.ca. Memorial is the largest university in Atlantic Canada. Being the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offers diverse undergraduate and graduate programs to almost 18,000 students. Memorial provides a distinctive and stimulating environment for learning. St. John's is a safe, friendly city with a great historical and vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please visit www.mun.ca. Applicants should include a curriculum vitae, names of three references, and a one-page statement of teaching and research interests. Copies of three relevant technical publications may also be included. Please send applications to: Dr. John Quicke, Dean (Pro Tempore), Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St. John's, NL, Canada, A1B 3X5. Fax: (709) 374-8757. Reference: YPA-ENG-2009-008. Deadline to submit an application is November 30, 2009. All qualified candidates are encouraged to apply; however, citizens and permanent residents of Canada will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **OPERATIONS MANAGEMENT** – University of Western Ontario. The Richard Ivey School of Business is encouraged worldwide for the quality of its management education and research. The school seeks candidates for faculty positions in the area of Operations Management at the ranks of tenure-track Assistant Professor, tenured Associate or Full Professor, and Limited Term or Visiting appointments. These positions are available to begin in July 2010. Applicants for a waiting position (tenure-track Assistant Professor, or tenured Associate/Full Professor) appointment are expected to hold a doctorate degree. A successful candidate will show potential for, or have demonstrated, excellence in research and teaching. The School supports high-quality managerially relevant research targeted at top-tier academic journals in all management disciplines. All strong candidates are encouraged to apply, particularly those whose research interests can be applied to one of the School's current areas of scholarly strength (leadership, strength see <http://www.ivey.ca/research/>) and complement the current group members' critical orientation in the study of supply chain management, environmental management (sustainability), or service management. Preference will be given to candidates with demonstrated teaching capabilities in MBA and Executive MBA programs. Applicants for a non-tenure track Limited Term appointment must have a PhD or appropriate industry/teaching experience. A strong commitment to the practice of management is required, as well as interest in teaching with the case study method. Applicants with a strong interest and/or experience in supply chain management, environmental management (sustainability), or service management would be particularly attractive. Preference will be given to candidates with demonstrated teaching capabilities in MBA and Executive MBA programs. Visiting appointments will also be considered. This position is subject to budget approval. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The Richard Ivey School of Business and The University of Western Ontario are committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Submission deadline is November 30, 2009, although applications will be accepted until the position has been filled. For information on how to apply, please visit our website at www.uwo.ca/faculty/Career_Opns.htm. Email: facultypositions@ivey.ca.

■ **ORGANIZATIONAL BEHAVIOUR/HUMAN RESOURCE MANAGEMENT** – University of Toronto Scarborough. The Department of Management at the University of Toronto Scarborough invites applications from qualified candidates for an Assistant/Associate/Full Professor, tenure stream position in Organizational Behaviour/Human Resource Management (OBHR). A PhD (completed or near completion) with a research focus in OBHR is required. Candidates must have demonstrated research ability – a strong potential for, or existing evidence of, high quality research publications. Candidates must also have a strong commitment to

Canada Research Chair in Digital Game Studies and Design

Concordia University in Montreal, Quebec, invites applications for a Senior (Tier I) Canada Research Chair (CRC) in the field of Game Studies, Game Design and/or Games and Learning as a joint appointment in the Faculty of Arts and Science and Faculty of Fine Arts. The goal of the CRC program (<http://chairs.gc.ca>) is to ensure that Canadian universities "achieve the highest levels of research excellence to become world-class research centres in the global, knowledge-based economy."

The Chair in Digital Game Studies and Design will build on Concordia's leadership in the fields of creative expression, communication and culture, and information and communication technologies as described in our Strategic Research Plan (2008-12) <http://oor.concordia.ca/formsandreferencedocuments/strategicresearchplan>. Concordia is located in one of North America's most diverse, creative and livable cities. Many leading game companies have chosen to locate in Montreal where strategic government initiatives also support the research sector and industry.

Applicants for this position may come from any disciplinary background but must have a superior record of publication and/or research/creation in the fields of game studies and game design. The successful candidate is expected to have an outstanding and innovative research program, as well as demonstrated abilities to foster the development of broad based interdisciplinary initiatives, attract excellent graduate students and secure external funding. The successful candidate will be expected to take a leadership role in the development of the newly founded Centre for Technology, Art and Games (TAG). The TAG initiative is leading interdisciplinary, cross-faculty research in games studies and design at Concordia. TAG operates under the umbrella of the Hexagram.

Institute for Research/Creation in Media Arts and Technologies, which is the largest and most productive new media lab in Canada. For additional information on TAG and Hexagram, see www.tag.hexagram.ca and www.hexagram.org.

The successful candidate will be appointed (with tenure) at the rank of Associate Professor or Professor. The candidate will work with the Faculty of Arts and Science and Faculty of Fine Arts to prepare the formal CRC nomination according to the CRC program guidelines. The university will nominate the successful candidate to the CRC Secretariat at the earliest opportunity according to the guidelines of the CRC program.

Applications should consist of a cover letter, a current curriculum vitae, copies of recent publications, a statement of teaching philosophy/interests, a statement of research achievements, and evidence of teaching effectiveness. Candidates must also arrange to have three letters of reference sent directly to:

Chair, Game Studies and Design CRC Search Committee
c/o Faculty of Fine Arts
1455, De Maisonneuve Boulevard West, EV 2.81
Montreal, Quebec, H3G 1M8 Canada

This position, linked to the CRC appointment, will begin July 1, 2010. Review applications will begin immediately and will continue until the position is filled. All applications should reach the Chair of the Hiring Committee no later than November 2, 2009. All inquiries about the position should be directed to creg@concordia.ca. Concordia University is committed to employment equity.

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www.concordia.ca



McGill

Tenure-Track Positions
Faculty of Engineering

The Faculty of Engineering at McGill University invites applications for a number of new tenure-track faculty positions in the following broad areas:

- Chemical Engineering
- Electrical & Computer Engineering
- Civil Engineering
- Mining & Materials Engineering
- Mechanical Engineering
- Architecture

Positions are generally at the Assistant Professor level, however, exceptional applications will be considered for all ranks. Candidates must have a Ph.D. and a strong commitment to excellence in research and teaching. Evidence of outstanding research achievements, or research potential, is indispensable.

Qualified applicants are invited to submit a resume, together with names and contact information (email, phone and email) of three references, and a two-page statement outlining research and teaching goals to:

www.mcgill.ca

Ms. Anne Sage
Dean's Office, Faculty of Engineering
Macdonald Engineering Building
Room 378
McGill University
817 Sherbrooke Street West
Montreal, Quebec, H3A 2K6 Canada
E-mail: engsearch.engineering@mcgill.ca

Applicants must clearly identify which area they are applying to, either directly on the envelope if by hardcopy, or in the subject line if by email. Applications will be reviewed as they are received and will continue until the positions are filled.

Please reference the source of the ad when applying for, or inquiring about this job announcement.

McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Salary will be negotiated according to qualifications and experience. Membership, or eligibility for membership, in a Canadian professional engineering association is required.

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reaching at the undergraduate and graduate level. The appointment will start effective July 1, 2010. Salary will be commensurate with qualifications and experience and will be comparable to top research schools from around the world. The University of Toronto is highly research-oriented and seeks to attract top researchers. It is ranked first in Canada and 11th in the world for research citations. As a growing three-campus university, we attract a diverse, scholarly, and collegial group of faculty from universities across the world. The Management Department at the Scarborough Campus is about to be relocated to a brand-new building that boasts state-of-the-art lecture halls, case rooms, and research labs. The new building will also house a dedicated data modeling lab, as well as event spaces, restaurants, and rooftop gardens. The department manages a large participant pool that consists of students from a wide range of ethnic backgrounds, some of whom are employed through our successful Co-operative Education Program. We are interested in candidates who are dedicated to maintaining the excellence of our undergraduate program specializing in HRM and are committed to participating in building a graduate program in HRM. Further, successful candidates will

be cross-appointed to the Rotman School of Management, providing them opportunities to collaborate with faculty and graduate students at the St. George Campus. These resources and opportunities, along with a supportive climate for scholarly research, provide a rich environment for professional development. Toronto is a creative and multicultural city that embraces diversity and has been ranked as one of the top places to live in the world. As a premier destination for travel and investment, it competes with cities such as Chicago, Milan, and Barcelona. It is not difficult to see why Toronto captures the hearts of residents and visitors alike. Additional information on the Management Department can be found at <http://www.rotman.utoronto.ca/~mgmt/> and the Rotman School of Management at <http://www.rotman.utoronto.ca/index.html>. We encourage you to submit your application online by clicking on the link below <http://www.jobs.utoronto.ca/faculty.htm> (Internet Explorer and PC required; Job Number 0900505). If you have trouble applying online (or alternatively have large documents to send), please submit your application and other materials to the address provided: Professor Jason Wei, Acting Chair, Department of Management, University of Toronto Scarborough.

1265 Military Trail, Toronto, ON, Canada, M1C 1A4. Please ensure that you include a letter of application, a current curriculum vitae, copies of publications/manuscripts, a research statement and a teaching statement that includes evidence of excellence in teaching. Three letters of reference should be emailed to obh-reference@utoronto.ca. The deadline for applications is October 23rd, 2009. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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■ **PERINATAL EPIDEMIOLOGY RESEARCH (PERU) – Dalhousie University.** The Department of Obstetrics & Gynaecology (http://obgyn.medicine.dal.ca/) and Pediatrics (http://pediatrics.medicine.dal.ca/) at Dalhousie University and the IWK Health Centre

are seeking applicants for two faculty positions in the Perinatal Epidemiology Research Unit (PERU). Both positions are tenure-track, full-time faculty positions with appointments in both University Departments (50% in each Department). One of these positions is for a Perinatal Epidemiologist and the other is for a Perinatal Epidemiologist and Neonatologist. These positions offer opportunities to pursue active research programs focused on the perinatal or neonatal population. Scientists affiliated with the Unit will have access to a population-based perinatal database as well as hospital admission and separation database, physician services database and other clinical and administrative databases. The environment is highly conducive for conducting clinical and population-based epidemiologic research. The successful candidates will also be encouraged to engage in collaborative research projects with other faculty in the Dalhousie academic community. The positions require active involvement in teaching residents, fellows and medical students. A cross-appointment with the Department of Community Health and Epidemiology will provide opportunity for research in perinatal epidemiology and teaching. Academic qualifications include a PhD degree in Epidemiology or related area and ideally experience in perinatal epidemiology. Preference is given to candidates with research experience. All qualified candidates are encouraged to apply; however, Canadians and permanent residents are given priority. Dalhousie University is an Equal Opportunity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with disability, racial/ethnic visible persons and women. Interested applicants should submit a Curriculum Vitae, a letter of interest, a statement outlining their research experience and interests, teaching experience, as well as arrange to have three letters of reference (two academic sent directly to Dr. Anthony Armon, Department of Obstetrics and Gynaecology, Dalhousie University, 5850/5960 University Ave., Halifax, Nova Scotia, Canada, B3K 6B6. Email: Anthony.Armon@iwhk.health.ca. Closing Date: October 30, 2009.

■ **PHARMACY (ANTHROPOBIO) – University of Waterloo.** The School of Pharmacy, University of Waterloo has created a unique pharmacy program that emphasizes innovative academic excellence while embracing practical "real world" experience. This convergence attracts collaborative, entrepreneurial partnerships in education, research and patient care. To illustrate, we are announcing a collaboration with front line partners to create positions whose focus will be to confront community based health care issues. Research in these settings is needed with an outcome that targets broad applicability. We are seeking a creative, enthusiastic and forward thinking faculty member, who shares this vision, to join our ground-breaking academic team. The University of Waterloo has ranked as an institution in Canada that develops the "most innovative and most likely to produce leaders of tomorrow". It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means that you are likely to commute less than 30 minutes to work, enjoy the best of vibrant city life and scenic country charm. Interact with employees of some of the most innovative companies in the world. As the maker of BlackBerry, and Open

Text, and benefit from diverse ethnic and cultural activities and recreational facilities and thriving creative clusters. This is the opportunity to be part of a vibrant and innovative environment established by the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Our two local community hospitals, Grand River and St. Mary's Hospital, are partnering with us to create a clinical research environment. They provide 1) an excellent community based clinical site with patients and health issues that have been underrepresented in antimicrobial stewardship research, 2) an infectious disease team eager to collaborate, and 3) a unique research funding model that would see a portion of cost savings, realized in the program, reserved for infectious disease research. This individual will be an integral member of the antimicrobial stewardship team, being a key player in establishing initiatives that foster improved antimicrobial use, lower antimicrobial resistance, increased patient safety and cost-savings across both hospitals. The individual will work collaboratively with the infection control team to establish guidelines that ensure appropriate antimicrobial therapy, participate in education of hospital staff and faculty on antimicrobial and drug surveillance reporting program. Research opportunities exist in many areas including clinical antimicrobial management strategies, pharmacy practice based research, local and regional antimicrobial resistance patterns, etc. in collaboration with other microbiology faculty, this individual will participate in the infectious disease component of our School of Pharmacy curriculum. The first to be established in Canada combines medical microbiology, public health, emergency preparedness and infectious diseases, pharmacy and therapeutics. We are seeking candidates who offer exceptional communication and teaching skills, a strong research background, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a degree or a master's degree. Candidates must have post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful externally funded scholarship program. In addition to the pursuit of scholarly activities, research and practice innovations, duties and include teaching at undergraduate and graduate levels, and supervision of students seeking advanced degrees or training in advanced clinical practice. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals to be contacted for letters of reference, 3) a one-page statement regarding teaching philosophy, and 4) an outline (1-2 pages) of the proposed scholarly activity. Please submit your completed application to pharmjob@uwaterloo.ca by October 1, 2009. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Assistance with immigration will be provided. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHARMACY/PHARMACEUTICS – University of Waterloo.** The University of Waterloo is creating a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We invite applications for tenure-track or limited-term positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication and teaching skills, a strong research background, and strong practice experience. The institution's culture promotes discovery and innovation, encouraging bold steps and breaking new ground. Since opening its doors, the School will ultimately be home to 480 undergraduate students, approximately 70 postgraduate students, and 30 faculty members, forming the anchor of a brand-new Health Sciences Campus in downtown Kitchener. This exciting development by local residents, creating a welcoming community for both scholars and students. Additional information on the new School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Informatics Research. Research conducted at the University of Waterloo benefits from the very generous Intellectual Property Policy of the University. Rank and salary will be commensurate with qualifications and experience. Applicants must have a PhD and postdoctoral experience. Letters of reference are encouraged to apply. Tangible familiarity with trans-disciplinary research and teaching is preferred. Candidates will be expected to establish a successful externally funded research program. The School of Pharmacy will have undergraduate and graduate levels, and graduate student supervision. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals to be contacted for letters of reference, 3) a one-page statement regarding teaching philosophy, 4) an outline (1-2 pages) of the proposed research program, and 5) a concise statement regarding experience in trans-disciplinary research. Please direct complete applications via email to pharmjob@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **PHILOSOPHY – University of Waterloo.** The University of Waterloo Department of Philosophy invites applications for a tenure track position at the rank of Assistant Professor. AOS Open, but with particular interest in Philosophy of Mind. The Department also has teaching needs in Legal/Political Philosophy, and 19th and 20th Century Continental Philosophy. Applicants are expected to have a completed PhD in Philosophy by the time the appointment begins. Teaching experience, and publications. The position will commence on September 1, 2010, subject to budgetary approval. Duties include undergraduate teaching, graduate teaching and graduate supervision. The teaching load in the Philosophy Department is 2/2. The closing date for applications is November 20, 2009. Candidates should send a curriculum vitae, three confidential letters of recommendation, a teaching sample to Professor Joseph Novak, Chair, Department of Philosophy, University of Waterloo, 200 University Avenue W, Waterloo, Ontario, N2L 3G1, and a CV. For further inquiries, call 519-888-4567, Ext. 32245 (e-mail: jnovak@uwaterloo.ca).

■ **PHILOSOPHY – University of Western Ontario.** The Department of Philosophy invites applications for a probationary tenure-track faculty position in the Philosophy of Language. Candidates are required to hold a PhD at the time of appointment. They should show promise of research excellence, as well as teaching experience and enthusiasm for teaching. Applicants are strongly encouraged to submit their dosiers (letter of application, CV, teaching sample, writing sample, and three letters of reference) via Interfolio (<http://www.interfolio.com>). Applicants may also mail applications to Professor Saranitha Brimmer, Chair, Department of Philosophy, Talbot College, University of Western Ontario, London, Ontario, Canada, N6A 3K7. Applications received by November 16, 2009. Positions are subject to budget approval. Applicants

THE UNIVERSITY OF BRITISH COLUMBIA

Program Director (with review)

UBC Continuing Studies

Centre for Intercultural Communication

UBC Continuing Studies seeks to appoint a Program Director responsible for the Centre for Intercultural Communication – Professional Programs (CIC Professional). Reporting to the Divisional Director, this position has leadership and management responsibilities for a wide range of programs and services offered through CIC Professional. The Program Director works with faculties and departments within the broad scope of UBC to provide exceptional programs for undergraduate and graduate students, and university staff. Custom programs are also developed and delivered for government agencies and community-based organizations.

Applications are invited from outstanding individuals with a Masters or PhD in an appropriate discipline and a minimum of eight years experience in adult education and in the development of educational programs; a minimum of five years of teaching experience in higher education with a commitment to excellence in teaching; understanding of intercultural and international issues in education and training; scholarly activities and publications in the field of intercultural communication; demonstrated leadership, organization, administrative and interpersonal skills.

A description of the nature of a Program Director (with review) appointment and the criteria for achieving a confirmed appointment are available at: www.hr.ubc.ca/faculty_relations/recruitment/guide/titles/programdirector_ft.html

Interested applicants should submit an application package that consists of a short biography and curriculum vitae, a statement of interest including personal objectives, a record of teaching effectiveness, and other supporting documents as appropriate. Short-listed candidates should be prepared to provide at least three letters of reference. Applications should be sent by mail, courier or email by **October 31, 2009**, to:

Office of the Executive Director, UBC Continuing Studies
410-5950 University Blvd, Vancouver, BC V6T 1Z3
joyce.douza@ubc.ca

The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.



Dean, Faculty of Arts

The University of Alberta seeks a Dean of its Faculty of Arts. The appointment, for an initial five-year term, begins July 1, 2010.

The University of Alberta is one of the top 100 public teaching and research universities in the world, serving some 37,000 students with more than 14,000 faculty and staff. Founded more than a century ago, the University has an annual budget in excess of \$1.3 billion and attracts well over \$400 million in external research funding. The University is located in Edmonton, a vibrant, friendly city of a million people, offering a rich cultural and recreational life. The largest of five campuses is located adjacent to the spectacular North Saskatchewan River Valley and is less than a 4-hour drive from the Rockies.

Arts, the University's first and most diverse Faculty, unites research and teaching in the humanities, social sciences, and fine arts. The Faculty has 21 departments and interdisciplinary programs, many distinctive research centres and institutes, more than 370 full-time faculty members, over 320 full- and part-time contract academic staff, 100 staff members, and approximately 6000 undergraduate and 900 graduate students.

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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The successful candidate will be expected to provide leadership that builds on recent discussions of innovative strategic directions; to refine and advance the Faculty's vision of being a leading centre for teaching, scholarship, engagement, and to forge strong partnerships to advance the Faculty's interests.

Candidates must possess wide-ranging expertise and skills, including: a strong academic background; proven leadership and administrative abilities; a record of commitment to excellence in teaching and research; and experience in, or a demonstrated understanding of the importance of, fundraising and external relations. Candidates must possess a PhD or other terminal degree.

The committee will begin consideration of candidates in October 2009. For more information, please see Competition No. A10319046 at www.careers.ualberta.ca. Written nominations, applications, or expressions of interest should be submitted in confidence to:

Janet Wright & Associates Inc.
174 Bedford Road
Toronto, Ontario M5R 2K9
Email: artsalberta@jwasearch.com

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should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHILOSOPHY** — University of Western Ontario. The Department of Philosophy invites applications for a probationary (tenure-track) faculty position at the rank of Assistant Professor to begin July 1, 2010. AOS: Philosophy of Contemporary Science with emphasis on Ethical or Epistemological aspects. The successful candidate is expected to be an active member in the Roman Institute of Science and Values (<http://www.roman.uwo.ca/>). Candidates are required to hold a PhD at the time of appointment. They should show promise of research excellence, as well as having experience in end enthusiasm for teaching. Applicants are strongly encouraged to submit their dossier (letter of application, CV, teaching dossier, writing sample, and three letters of reference via Interfolio (<http://www.interfolio.com/>)). Applicants may also mail applications to Professor Samantha Brennan, Chair, Department of Philosophy, Talbot College, The University of Western Ontario, London, Ontario, Canada, N6A 3K7. Applications must be received by November 16, 2009. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHYSICS & ASTRONOMY (TIER 2 CRC, IQC)** — University of Waterloo. Applications are being invited for a faculty position, targeted towards a Tier 2 position. The successful candidate will be expected to maintain a strong research program in teaching undergraduate courses in Quantum Computing (IQC) with the Department of Physics &

Astronomy. The search is focused on experimental physicists with strong research accomplishments in the field of quantum information (although exceptional theorists will also be considered). The candidate will hold a position in the department and be cross-appointed to IQC, leading to teaching reduction from the normal load and a stipend. Responsibilities will include the supervision of graduate students, as well as graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment is negotiable. The appointment is subject to the availability of funds. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. The University of Waterloo is host to the Institute for Quantum Computing (IQC). Information about IQC personnel and activities can be found at www.iqc.uwaterloo.ca/. The IQC, at present, includes 27 faculty in quantum information from the Faculties of Engineering, Mathematics and Science. The Physics department (<http://www.physics.uwaterloo.ca/>) is part of the Faculty of Science and has thriving groups in astrophysics, biophysics, condensed matter, optics, and quantum information. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics and UWF's Centre for Applied Cryptographic Research. Interested individuals should apply online at www.iqc.uwaterloo.ca/positions/qcphys.php or by email to lamham@iqc.uwaterloo.ca. The deadline for receiving applications is December 2, 2009 (late applications may be considered if any positions remain unfilled).

■ **POLITICAL SCIENCE/PUBLIC ECONOMICS** — University of Toronto. The Department of Economics at the University of Toronto has

available one tenure stream position in Political Economy and Public Economics at the rank of Assistant Professor on the St. George campus. The appointment is effective July 1, 2010. The candidate must have a demonstrated promise of outstanding research and teaching in Political Economy and Public Economics, and have earned a PhD degree or equivalent by July 1, 2010 or soon thereafter. Duties include undergraduate and graduate teaching and research. Salary will be commensurate with qualifications and experience. Applications should be submitted online at <http://www.economics.utoronto.ca/>. The deadline for applications is November 13, 2009. Please note that paper applications will not be accepted. For more information about the Department of Economics at the University of Toronto, St. George campus please visit our home page at <http://www.economics.utoronto.ca/>. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **POLITICAL SCIENCE** — University of Toronto. The Department of Political Science and School of Global Affairs at the Munk Centre for International Studies, University of Toronto, invite applications for two joint tenure-stream appointments at the rank of Assistant Professor in the field of International Relations. The appointments will begin on July 1, 2010. Applicants must have a PhD or be near completion. Applicants must also have a strong theoretical orientation, knowledge of the core literature in International Relations, and superior research and teaching abilities. The substantive focus and methodological approach for these positions are open. The successful applicant will participate in the teaching programs of the Department of Political Science and the new professional Masters of Global Affairs (MGA). We will teach undergraduate and graduate courses in International relations as well as

do graduate supervision at the St. George campus. The University of Toronto is home to the School of Global Affairs at the Munk Centre for International Studies, a leading research centre, and the Journal, *International Organization* (IO). Salary to be commensurate with qualifications and experience. Applicants should apply online by clicking on the link below. Please ensure that you include a letter of application, a current curriculum vitae, a writing sample and teaching materials. Three letters of reference should be sent directly to Professor David Cameron, Chair, Department of Political Science, University of Toronto at <http://chairs.polsci.utoronto.ca/>. The closing date for applications is October 20, 2009. For more information about the Department of Political Science, please visit our home page at <http://chairs.utoronto.ca/polsci/>. To apply online: <http://www.jobs.utoronto.ca/faculty.htm>. Application instructions: <http://www.jobs.utoronto.ca/faculty/instruct.htm>. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified

candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

■ **POLITICAL SCIENCE (PEACE & CONFLICT STUDIES)** — University of Toronto. The Department of Political Science and the Peace and Conflict Studies Program at The Munk Centre for International Studies, University of Toronto, invite applications for a joint tenure-stream appointment at the rank of Assistant Professor in the field of peace and conflict studies. Applicants must have a PhD or be near completion. Applicants must also have a strong theoretical orientation, knowledge of the core literature in the field, and superior research and teaching abilities. The substantive focus and methodological approach for this position is open. The appointment will begin on July 1, 2010. Salary to be commensurate with qualifications and experience. The successful applicant will participate in the teaching programs of the Department of Political Science and the Peace and Conflict Studies program. We will teach undergraduate courses in peace and conflict studies and political science and graduate courses in political science as well as do graduate supervision at the St. George campus. Applicants should apply online by clicking on the link below. Please ensure

that you include a letter of application, a current curriculum vitae, a writing sample and teaching materials. Three letters of reference should be sent directly to Professor David Cameron, Chair, Department of Political Science, University of Toronto at <http://chairs.polsci.utoronto.ca/>. The closing date for applications is October 30, 2009. For more information about the Department of Political Science, please visit our <http://chairs.utoronto.ca/polsci/>. To apply online: <http://www.jobs.utoronto.ca/faculty.htm>. Application instructions: <http://www.jobs.utoronto.ca/faculty/instruct.htm>. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority.

■ **PROCESS ENGINEERING** — Memorial University of Newfoundland. Applications are invited for a faculty position in the area of process control at the Assistant/Associate (tenure-track) or Full Professor (tenured) level commencing January 4, 2010 or earlier.

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The University of Western Ontario | Faculty of Social Science Aubrey Dan Program in Management & Organizational Studies

Management and Organizational Studies (MOS) is an innovative and rapidly expanding interdisciplinary undergraduate program in the Faculty of Social Science (ESS) at The University of Western Ontario (UWO) with over 2,400 students enrolled. This unique program combines management studies with a strong foundation in the social sciences, and candidates demonstrating a commitment to working in an interdisciplinary environment will be preferred. ESS is the largest faculty at UWO with over 6,000 undergraduate and 400 graduate students enrolled, and it is one of the largest and top-ranked social science faculties in Canada. Over a third of all ESS students are enrolled in the undergraduate MOS Program, and plans to offer a graduate program are currently under development.

Assistant Professor in Marketing (Consumer Behavior)

Applications are invited for a tenure-track full time appointment at the rank of Assistant Professor in Marketing (Consumer Behavior). Candidates for this position must have a PhD (or expected completion in 2010) in Marketing or a related area, and have a research program that is focused primarily on consumer behavior topics. Applicants must possess a strong record of scholarly research and publications, and evidence of excellent teaching ability, or evidence of potential in these areas (e.g., a stream of work-in-progress that has the potential to yield publications in leading refereed journals). The successful candidate will be expected to maintain a strong research program, teach undergraduate courses in Marketing and Consumer Behavior topics, and contribute to ongoing curriculum and program development.

Assistant Professor in Finance (Corporate Finance)

Applications are invited for a position in the Finance area with a focus on areas related to Corporate Finance. This will be a tenure-track full time appointment at the rank of Assistant Professor. Candidates for this position must have a PhD (or expected completion in 2010) in Finance or a related area, and have a research program that is focused on, but not limited to, corporate governance, financial economics, and/or international finance. Applicants must possess a strong record of scholarly research and publications, and evidence of excellent teaching ability, or evidence of potential in these areas (e.g., a stream of work-in-progress that has the potential to yield publications in leading refereed journals). The successful candidate will be expected to maintain a strong research program, teach upper level undergraduate courses in Corporate Finance and areas related to his/her own research, and contribute to ongoing curriculum and program development.

Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the Collective Agreement. The appointment is effective July 1, 2010.

Applicants can learn more about the MOS Program at www.mos.uwo.ca/. The University of Western Ontario is among the top ranked research intensive universities in Canada. It is located in London, Ontario, a highly affordable and family friendly city of approximately 350,000. London is situated approximately half-way between Toronto and Detroit with excellent access to these centers by car, train, or air. It is also within a 45 minute drive to the beaches of Lake Erie and Lake Huron.

Interested candidates should send a curriculum vitae, appropriate evidence of research and teaching performance, and three academic letters of reference to: Professor Mitch Rothstein, Director, Aubrey Dan Program in Management and Organizational Studies, The University of Western Ontario, 1151 Richmond Street, Social Science Centre, Room 3008, London, Ontario, N6A 6C2. Applications will be accepted until December 15, 2009 or thereafter until the position is filled. Files will be reviewed prior to the deadline.

Position subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.



UNIVERSITY OF TORONTO OISE | ONTARIO INSTITUTE FOR STUDIES IN EDUCATION

The Ontario Institute for Studies in Education (OISE), University of Toronto invites applications for 3 tenure stream appointments at the rank of Assistant Professor beginning July 1, 2010. The successful candidates must have a completed PhD (or equivalent) with a demonstrated record of excellence in teaching and research and will be required to teach at both the graduate and initial teacher education level. Salary will be commensurate with qualifications and experience. More information can be found on the OISE web site at <http://oise.utoronto.ca>.

ADULT EDUCATION AND COMMUNITY DEVELOPMENT

The Department of Adult Education and Counselling Psychology seeks candidates with a research record in the environment, social economy and community development, a commitment to outstanding graduate level teaching and experience in adult education, to teach in its Adult Education and Community Development program.

Please apply online for **JOB #0900647** at <https://utoronto.taleo.net/careersection/10050/moresearch.ft?lang=en>
Deadline: October 31, 2009

SOCIOLOGY OF GENDER AND WORK IN EDUCATION

The department of Sociology and Equity Studies in Education is looking for a feminist scholar with an established record of research and teaching in the broad area of gender and work in education. Interest in teaching courses in qualitative research methods would be an asset.

Please apply online for **JOB #0900652** at <https://utoronto.taleo.net/careersection/10050/moresearch.ft?lang=en>
Deadline: October 31, 2009

MULTILITERACIES IN EDUCATION

The department of Curriculum, Teaching and Learning seeks candidates with a research record in the area of multiliteracies in education and an interest in diversity in schools, as well as experience in multiliteracies curriculum, teaching and learning at the elementary or secondary school level and a well-informed and responsive approach to issues of equity and diversity in schooling.

Please apply online for **JOB #0900655** at <https://utoronto.taleo.net/careersection/10050/moresearch.ft?lang=en>
Deadline: November 15, 2009

In addition, OISE and the Institute of Child Study invite applications for a one-year limited term appointment as Director of the new Robertson Program for Inquiry-based Teaching of Mathematics, Science and the Environment. The appointment will be at the rank of Lecturer, and will begin as soon as practicable in the Fall of 2009, with the possibility of renewal. Applicants for this position should have an earned Ph.D., an understanding of the school system in Ontario and an ability to encourage strategic partnerships and collaborations. Salary will be commensurate with qualifications and experience.

Please apply online for **JOB #0900660** at <https://utoronto.taleo.net/careersection/10050/moresearch.ft?lang=en>
Deadline: October 18, 2009

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority.



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York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Since its founding in 1959, York has continued to grow, innovate and evolve. Now Canada's third-largest university, York has a student population of 51,000, and an alumni community of more than 190,000. Committed to a superior student experience, the University has an international reputation for excellence in research, teaching and practice in innovative undergraduate, graduate and professional programs. York delivers programs through 11 faculties, including the Faculty of Health, and has 22 research centres and institutes.

Faculty of Health

SCHOOL OF NURSING

The School of Nursing is one of the founding units of the Faculty of Health. The school has four undergraduate BScN programs and an online MScN. Planned graduate growth includes a doctoral program in Nursing. Our rapidly expanding, internationally recognized programs offer an innovative curriculum founded in nursing science. Further information about the Faculty and the School can be obtained at

www.health.yorku.ca and www.yorku.ca/health/nurs/

FULL-TIME TENURE-TRACK PROFESSORIAL STREAM APPOINTMENTS

Applications are invited for up to three professorial tenure-track positions, at the Assistant or Associate Professor level (appointment with tenure at the rank of Associate Professor is possible if the candidate already holds tenure in a recognized program at another university), to commence January 1, 2010, subject to budgetary approval. Responsibilities will include teaching and supervising in undergraduate and graduate programs, conducting a program of research, and providing academic service.

We are interested in individuals with the ability to develop new ways of seeing problems and moving the field in new directions. The successful individuals require a deep understanding of theoretical and applied aspects of nursing, awareness of current research and thinking, and an ability to identify potential "breakthrough areas." We are seeking candidates with research expertise in one or more of the following areas: global/local health promotion and determinants of health; knowledge transfer at point of care and system improvement, particularly in the area of client-centred care; nursing education, including inter-professional models; and other fields consistent with a human science philosophy that will contribute to disciplinary knowledge, population health and health system improvement. All candidates must have a baccalaureate in Nursing (BScN preferred) and a doctoral degree (PhD or equivalent), preferably in Nursing, completed by the commencement of appointment. Candidates

registered with the College of Nurses of Ontario (CNO) must provide their registration number when applying. In exceptional circumstances, candidates who are not eligible for registration at the time of appointment may be considered (for example, in the case of a senior scholar with a strong record of teaching and research excellence with registration in another country). Successful candidates would normally be expected to become eligible for CNO registration within the first two years of appointment. Proof of academic credentials is required prior to appointment. Preference will be given to candidates who are experienced in academic governance and leadership, and have experience in mentoring more junior colleagues and teaching and supervising graduate students. Other assets include experience in inter-professional education, technology-enhanced learning and/or eHealth. Expertise in quantitative and/or qualitative research methods is required. Evidence of involvement in a research and publication program is essential. Scholars at the level of Associate Professor must have an established program of research, graduate supervisory experience, substantive research funding, and a strong publication record. Scholars at the level of Assistant Professor must demonstrate evidence of a beginning program of scholarship, including research and publications, and be eligible for external research funding and grants. The successful candidates must be eligible for prompt appointment to the Faculty of Graduate Studies.

Applicants should submit a letter of application, an up-to-date curriculum vitae, and separate statements of research and teaching experience and interests, and arrange for three signed letters of reference to be sent, by **October 31, 2009**.

FULL-TIME CONTRACTUALLY LIMITED APPOINTMENTS

Applications are invited for three 36-month, full-time, contractually limited appointments (CLA) in Nursing, commencing July 1, 2010 and ending June 30, 2013, subject to budgetary approval.

We are seeking candidates with teaching expertise and related theoretical and clinical experience in acute care and/or home health settings in the following areas: care of persons with acute and/or episodic mental illness; child health; maternal-infant health; and medical-surgical nursing. All applicants must have a baccalaureate degree in Nursing (BScN preferred). A master's degree in Nursing or a health-related field is required for these CLA positions, with preference given to a graduate degree in Nursing. All candidates must be registered, or eligible for registration, with the College of Nurses of Ontario, and must provide their registration number when applying. Proof of academic credentials is required prior to appointment. Knowledge of, and experience with nursing theories, the human science paradigm, and co-operative learning perspectives are preferred. Experience with technology-enhanced distance learning is an asset. All candidates must show excellence or promise of excellence in undergraduate teaching.

Applicants should submit a letter of application with an up-to-date curriculum vitae, three letters of reference, and separate statements of teaching experience and interests, by **January 15, 2010**.

All applications, indicating the desired position(s), must be sent to: **Dr. Adeline Falk-Rafael, Director, School of Nursing, Faculty of Health, Room 313, HNE5 Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. Fax: 416.736.5714. Tel: 416.736.5271. E-mail: nursjobs@yorku.ca.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at **416.736.5713**. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. For contractually limited appointments, only temporary entry for citizens of the U.S.A. and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA).

thereafter. Salary and rank will be commensurate with qualifications and experience. The successful applicant will be expected to teach effectively at the undergraduate and graduate level, to supervise graduate students, to participate in other educational, scholarly and professional activities, to liaise with industry, and to further develop a research capability in conjunction with other researchers in the INCO Innovation Centre at Memorial University. The Faculty of Engineering and Applied Science has developed a new undergraduate program in Process Engineering, and the successful applicant will be expected to actively participate and provide leadership to this initiative. Applicants should have a PhD in Chemical Engineering, Process Engineering or closely related discipline and have research interests in areas related to process systems engineering: process dynamics and control, process monitoring, separation processes, process scheduling, data analysis and decision support, green processing/engineering, and sustainable engineering. Experience working in or collaborating with the chemical and metallurgical process industries will be an asset. The successful applicant will be expected to register as a professional engineer with the Professional Engineers and Geoscientists of Newfoundland and Labrador (PEGNL). The Faculty offers accredited undergraduate programs in Civil Engineering, Computer Engineering, Electrical Engineering, Mechanical Engineering, and Ocean & Naval Architectural Engineering following a fully integrated cooperative education model. Onshore Oil & Gas Engineering Options are offered as a part of every engineering undergraduate program. These based and course based master's programs, as well as doctoral programs are offered in the various engineering disciplines. For more information on the Faculty of Engineering and Applied Sciences, visit www.engr.mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. For further information about Memorial, please visit the website at <http://www.mun.ca>. Applicants should send curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to: Dr. John Quicke, Dean (Pro Tempore), Faculty of Engineering and Applied Sciences, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1B 3X9, Fax: (709) 737-8975. REFERENCE: ENG/2009-00000000. Deadline to receive application is October 23, 2009. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and visible minorities, aboriginal people and persons with disabilities.

PSYCHOLOGY – Simon Fraser University. The Department of Psychology at Simon Fraser University seeks applicants for an limited term position as an Assistant Professor position in Experimental Psychology and Law or Forensic Psychology. The position is for two years with the possibility of an additional year. At the present time, we do not have plans for extension of the position beyond three years. The successful applicant will have a PhD in Psychology and teach undergraduate courses within one or more of the following areas of expertise: psychology and law, including perspectives from the fields of cognitive, developmental, and social psychology. Teaching may also include courses in one or more of the following areas: introductory psychology, experimental psychology, and statistics. Interest in and ability to work collaboratively with faculty in ongoing research projects is expected. The starting date is January 2010 is desirable. The Department's web page can be accessed at <http://www.sfu.ca/psychology>. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. This position is subject to budgetary approval. Please submit a cover letter, which includes a curriculum vitae, three letters of reference, and copies of representative publications, to: Dr. J. Don Read, Chair, Department of Psychology, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6, Canada. E-mail: jdonread@sfu.ca. Applications will be received until October 15, 2009 or until the position is filled. Under the authority of the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/academic/Faculty_Openings/Collection_Notice.htm.

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PSYCHOLOGY (TIER 2 CIRC) – University of Toronto. The Department of Psychology at the University of Toronto invites applications for a tenure-stream position in Social Psychology to commence July 1, 2010. This position is at the level of assistant professor and is linked to the Canada Research Chair Program. The successful applicant will be nominated for a Canada Research Chair (Tier II). We invite applications from outstanding academics in all areas of social psychology. The successful candidate will be expected to maintain an active, externally-funded program of research and be committed to both undergraduate and graduate education. Salary will be commensurate with experience and qualifications. Candidates must have demonstrated promise of excellence in research and teaching and have earned a PhD or ABD by July 1, 2010. We encourage interested applicants to submit their application online at <http://www.jobs.utoronto.ca/faculty.htm>. Click on "Current Academic Positions" then "Faculty" and search for Job #250706. Please ensure that you include a letter of application, a curriculum vitae, a statement of research interests and career goals, and copies of recent publications. If you are unable to apply online, please submit your application and

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materials to Social Psychology Search Committee, Department of Psychology, Faculty of Arts and Science, University of Toronto, Suite 4020, 100 St. George Street, Toronto, ON Canada, M5S 3G3; email: chald@psych.utoronto.ca. Three letters of recommendation should be sent directly to the same address. Closing date for applications is October 15, 2009. However, if a recommendation is not received, inquiries should be directed to Jay Pratt, Chair of the Department of Psychology, Faculty of Arts and Science (chair@psych.utoronto.ca). For more information about the Department of Psychology, please visit our home page at <http://home.psych.utoronto.ca/~sps3.aps>. The University of Toronto is strongly committed to diversity within its community. The University of Toronto is a multicultural university located in a metropolitan centre of great ethnic and cultural diversity. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ SOCIAL WORK – University of Windsor. The University of Windsor invites applications for three tenure-track faculty positions in the School of Social Work. The closing start date is July 1, 2010 with appointment at the rank of Assistant and Associate Professor. For a detailed position description visit our website at: www.uwindsor.ca/faculty. Contact: Dr. G. Brent Angell, Director, School of Social Work, University of Windsor, 404 Sunset Avenue, Windsor, Ontario, N9B 3P4. Phone: (519) 253-3000, ext. 3007; Fax: (519) 973-7038. Email: angell@uwindor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orlikoff, Director, Faculty Recruitment at 877-695-6543 (Toll Free) within North America, call collect outside of North America at 001-519-561-1432 or Email: recruitment@uwindor.ca.

■ SYSTEMS DESIGN ENGINEERING (MATH BASED MODELING & DESIGN) – University of Waterloo. Applications are invited for a tenure track faculty position at the rank of Assistant or Associate Professor. The candidates should possess a PhD in engineering and be able to demonstrate strong research and both teaching and research. Systems Design Engineering has recently been awarded an NSERC Industrial Research Chair in Mathematics-based Modeling and Design, and the successful applicant would collaborate closely with the Chairholder. As such, we are primarily interested in a person whose research is targeted at the modeling and simulation of dynamic mechanical and mechatronic systems. The application of computer algorithms to the creation of math-based dynamic models of multibody systems, with engineering applications to automotive system dynamics and control, is a high priority area of research. Experience with graph-theoretic modeling, sensitivity analyses, model reduction, hybrid electric vehicles, and design optimization would be a definite asset. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further develop their research program. Industrial experience and eligibility for registration in a Professional Engineering Association are highly desirable. Additional information on the University and the Department and its activities can be found at <http://www.systems.uwaterloo.ca/>. Applications should be forwarded to Ms. D. Cheng, Secretary to the Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to dcheng@uwaterloo.ca. Applicants must submit their CV in accordance with the instructions provided at <http://www.systems.uwaterloo.ca/docs/cvformat.pdf>. Applications will be reviewed until the position is filled. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, and persons with disabilities. This appointment is subject to the availability of funds.

■ SYSTEMS DESIGN ENGINEERING (SHARONET CHAIR) – University of Waterloo. Applications are invited for a tenure track faculty position at the rank of Assistant or Associate Professor. The candidates should possess a PhD in engineering and be able to demonstrate strong research and both teaching and research. We are primarily interested in a person whose research is targeted at computational mathematics for the numerical solution of equations that describe the behaviour of large or complex systems. We expect that the successful applicant will have a research background in one or more of the following areas: simulation of kinetics and thermodynamics of proteins, nucleic acids, and other biologically meaningful molecules; simulation of biomechanical systems in the human body; modeling and simulation of the blood clotting cascade; simulation of signaling pathways in inflammation or immunity; systems modeling large scale multi-body dynamics (preferably related to biomechanics); computational fluid dynamics (as applied to biological systems, e.g. blood flow or air flow in the respiratory tract). The use of massively parallel computing methods for building advanced simulation capabilities in biological systems is a high priority area of research for the department. As the SHARONET Chair holder in Systems Design Engineering, the successful applicant would be expected to seek out opportunities for collaboration with faculty members in Engineering, the School of Computer Science, the Faculty of Mathematics and Science, as well as other members of the SHARONET network. Opportunities for collaboration within the Department of Systems Design Engineering include blood flow modeling, inverse modeling and analysis of very large data sets, remote sensing, signal processing, biological/environmental systems modeling, pattern recognition, hierarchical stochastic modeling, and multi-disciplinary design optimization. As the holder of the SHARONET Chair in Systems Design Engineering at the University of Waterloo, the successful applicant would be ideally placed to build on the strengths in Systems Design Engineering and to contribute to these in computer science, mathematics and science at UW and the other SHARONET members. The successful candidate will be expected to teach both undergraduate and graduate courses, supervise graduate students, and maintain and further

develop their research program. Industrial experience and eligibility for registration in a Professional Engineering Association are desirable. Additional information on the University and the Department and its activities can be found at <http://www.systems.uwaterloo.ca/>. Applications should be forwarded to Ms. D. Cheng, Secretary to the Chair, Department of Systems Design Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, or by email to dcheng@uwaterloo.ca. Applicants must submit their CV in accordance with the instructions provided at <http://www.systems.uwaterloo.ca/>. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, Native peoples, and persons with disabilities. This appointment is subject to the availability of funds, with a start date before January 1, 2010.

■ VETERINARY MEDICINE – University of Prince Edward Island. The Department of Biomedical Sciences, Atlantic Veterinary College, invites applications for a full-time tenure track appointment. Appointment will be made at the Assistant or Associate Professor level depending on qualifications. The successful candidate will be expected to have a strong record of independent, externally funded research and provide high quality instruction in an area of strength within the department to both undergraduate (DVM) and graduate students. Participation in the graduate program will involve teaching and supervision of graduate students at the MSc, PhD and post-doctoral levels. Candidates should have a demonstrated ability in teaching and a strong externally funded research program. Minimal qualifications include a PhD and relevant veterinary teaching experience. The Atlantic Veterinary College (AVC) at the University of Prince Edward Island (UPEI) is Atlantic Canada's regional centre of expertise for research in veterinary medicine. The AVC has significant strength in comparative medicine, aquatic species, and population medicine. The College is fully accredited by the AVMA/CVMA, has modern, well-equipped facilities and is located in a semi-rural setting. Further details can be obtained at www.upei.ca/~avc. A large component of the research agenda within the Department of Biomedical Sciences is in comparative biomedical research with expertise in cardiovascular

physiology, pharmacology and toxicology, cell biology, animal behaviour, and neuroscience, as well as basic and applied research in laboratory and companion animals, aquatic species, and livestock. In addition, 4 of UPEI's 6 Canada Research Chairs with expertise in environmental toxicology, marine biotechnology, neuropsychopharmacology, clinical pathology, and epidemiology are in our department. The department houses the Directors of two multi-million dollar research centres. The Province of PEI as well as the federal government have made a strong commitment to the biotechnology sector and are strong supporters of biomedical research at UPEI. Therefore, this is a broad search for an outstanding researcher with potential to be competitive for a Canada Research Chair or Provincial Industrial Research Chair in an area of comparative biomedical research that will complement existing strengths in our department as well as others at the AVC and UPEI. In particular, the department would like to continue to build research capacity in the area of animal models of human or animal pathology and the effects that naturally occurring bioactive compounds may have on disease prevention or progression. Applicants should include a current CV, statement of research and teaching goals, and contact information for at least 3 references. Applications will be accepted until December 15, 2009 or until a suitable candidate is identified and is subject to budgetary approval. Dr. Tarek Saleh, Chair, Department of Biomedical Sciences, University of Prince Edward Island, Atlantic Veterinary College, 550 University Avenue, Charlottetown, Prince Edward Island, CANADA, C1A 4P3. Tel: 902-566-0819; Fax: 902-566-0832; Email: saleh@upei.ca. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Prince Edward Island is committed to gender equity in employment.

ACCOMMODATIONS

■ SOUTHERN FRANCE (PROVENCE) – Villa for rent Sept. 2010 through May 2011, pool, tennis court, fully furnished, private, 300m², wooded, large office/library, in Luberon National Park. Near Aix-en-Provence, 2-2.50 CAQ/month plus utilities. Email: sabbett@brocku.ca.

■ MONTREAL – SUPER CONDO FOR RENT – Large 3 1/2, available 1 year. Everything included, balcony & garden, in N.D.Q., very calm, ideal for a person or couple, \$1200/month. Email: franchise@jwsearch.com.

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys conscriptive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF ARTS

Tenure-Track Position

In the Department of Justice Studies (Law Foundation of Saskatchewan, Chair in Police Studies)

Term Position

In the Departments of Justice Studies and Psychology

FACULTY OF BUSINESS ADMINISTRATION

Tenure-Track Positions

In the areas of Business Strategy, Finance, Accounting, Business Communications, and Human Resource Management/Organizational Behaviour

FACULTY OF ENGINEERING

Term Position

In the area of Petroleum Systems Engineering

FACULTY OF SCIENCE

Term Position

Lab Instructor in the Department of Physics

For detailed descriptions on these positions, please visit www.uregina.ca/hr/careers

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.



UNIVERSITY OF
REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca



Dean, Faculty of Business

Brock University invites applications and nominations for the Dean, Faculty of Business.

The Faculty of Business is one of seven Faculties at Brock University; the other six are Applied Health Sciences, Education, Humanities, Mathematics and Science, Social Sciences, and Graduate Studies. The Faculty is AACSB accredited, and its stated mission is to educate students in an environment that encourages diversity, innovation, and excellence in research, teaching, and service. To this end, the Faculty offers comprehensive degree programs in business administration and accounting that integrate applied and theoretical approaches to business and society. Undergraduate programs include a Bachelor of Accounting (BACC Co-op) and a Bachelor of Business Administration (BBA Co-op). Graduate programs in the Faculty include a Master of Accountancy (MAcc), an International Master of Accountancy (IMAcc), an Off-Campus International Master of Accountancy (OCIMAcc), a Master of Business Administration (MBA), a Master of Business Administration International Student Program (MBA ISP), and a Master of Science in Management (MSc). In addition, the Faculty participates in numerous international exchange programs at both the undergraduate and graduate levels. The student body is approximately 2,250 in number including 1,800 full-time and 450 part-time students. There are 84 faculty members within four academic departments, 23 staff and two Associate Deans. For further information, see www.bus.brocku.ca.

Reporting to the Provost, the Dean of Business will have a demonstrated record of successful leadership and management and be keen to build on new opportunities. He/she will have a passion for excellence in research, teaching, and service and a solid understanding of business and innovation. The ability to advocate for the Faculty and represent the Faculty internally,

and externally to the appropriate business communities, is critical. The new Dean will have excellent communication skills and the desire to expand and improve the existing curriculum.

Located in St. Catharines, Ontario, Brock University is the only Canadian university with the distinction of being part of a UNESCO Biosphere Reserve. With 592 full-time faculty members, the University offers strong undergraduate, graduate, and interdisciplinary degree programs that include co-op and other experiential learning opportunities to a student population of more than 17,000. Brock University graduates continue to enjoy one of the highest employment rates of all Ontario universities at 96.5%. A vigorous research, cultural, and recreational centre, Brock's superior facilities serve as a valuable resource to the community. Brock's annual economic impact on the Niagara region is \$265 million.

Brock University is actively committed to diversity and to the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Consideration of candidates will begin in late October 2009, with an appointment ideally being made effective July 1, 2010. Please respond or nominate candidates in confidence to the address below.

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